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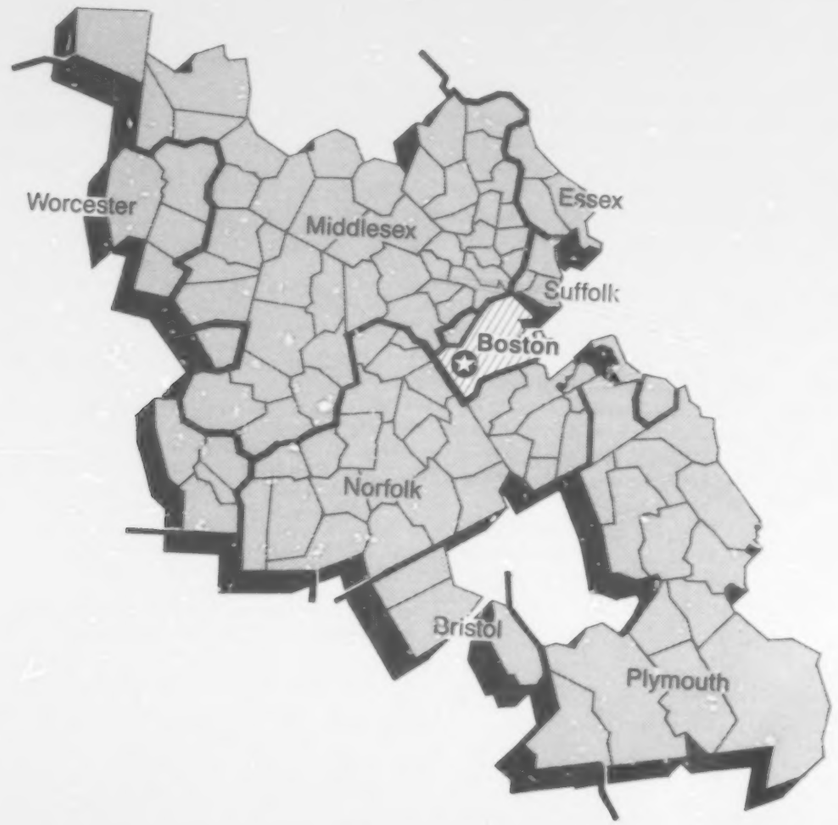
Area Wage Survey

Boston, Massachusetts, Metropolitan Area August 1989

U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3050-23



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Preface

This bulletin provides results of an August 1989 survey of occupational earnings in the Boston, MA, Primary Metropolitan Statistical Area. The survey was made as part of the Bureau of Labor Statistics' area wage survey program. It was conducted by the Bureau's regional office in Boston, MA, under the general direction of John E. Barry, Assistant Regional Commissioner for Operations. The Bureau wishes to express its appreciation for the cooperation of the many firms that provided the data on which this bulletin is based.

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Note:

Reports on occupational earnings and employee benefits in the Boston area are available for the following industries: Hospitals (January 1989) and banking (August 1989). These reports are available from the Bureau's regional offices. *Occupational Earnings and Wage Trends in Metropolitan Areas* (3 parts); *Occupational Earnings in All Metropolitan Areas* (combined); and *Wage Differences Among Metropolitan Areas.*

A summary bulletin, *Area Wage Surveys, Selected Metropolitan Areas,* provides data for all areas surveyed under this program during the year. It can be purchased from the Superintendent of Documents or from the BLS Publications Sales Center in Chicago.

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Area Wage Survey

Boston, Massachusetts, Metropolitan Area August 1989

U.S. Department of Labor
Elizabeth Dole, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
November 1989

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Introduction

The Bureau of Labor Statistics is restructuring its area wage survey program to reflect changes in the number and geographic boundaries of the Nation's metropolitan statistical areas. In place of annual studies of 70 areas, the new program, when fully implemented in 1990, will cover 32 areas on an annual basis and two groups of 29 areas in alternate years.

This is 1 of the 32 areas being surveyed each year. While occupational earnings are presented annually (A-series tables), information on establishment practices and employee benefits (B-series tables) is presented every fourth year, when Bureau field representatives obtain such data during personal visits to respondents. This report has no B-series tables.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Earnings

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Where possible, occupations with related duties (e.g , accounting clerks and payroll clerks) are clustered to facilitate comparison. The occupations are defined in appendix B. For 31 large survey areas, tables A-12 through A-17 provide similar data for establishments employing 500 workers or more.

Table A-7 provides indexes and percent changes in average hourly earnings for office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance trades workers. and unskilled plant workers. Where possible, data are presented for all industries and for manufacturing and nonmanufacturing separately. Data are not presented for skilled maintenance workers in nonmanufacturing because the number of workers employed in this occupational group in nonmanufacturing is too small to warrant separate presentation. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Tables A-8 through A-11 provide measures of pay relationships in establishments. These measures may differ considerably from the pay relationships of overall area averages published in tables A-1 through A-6. See appendix A for details.

Appendixes

Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey.

Appendix B provides job descriptions used by Bureau field representatives to classify workers by occupation.

Table A-1. Weekly earnings of office workers in Boston, MA, August 1989

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[1]	Median[1]	Middle range[1]	200 and under 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 540	540 – 580	580 – 620	620 – 660	660 – 700	700 and over
Secretarial and keyboarding occupations																										
Secretaries	10,850	39.0	451.00	441.50	397.00– 499.00	–	–	2	1	38	119	248	545	788	1056	1255	1219	1169	961	760	1343	719	278	208	75	66
Manufacturing	5,164	40.0	463.50	456.00	410.00– 510.50	–	–	–	–	2	13	66	151	288	459	499	630	664	535	389	742	397	130	153	27	37
Nonmanufacturing	5,686	38.5	440.00	422.50	385.00– 489.50	–	–	2	1	36	106	180	394	500	597	756	589	505	426	371	601	322	148	55	48	29
Transportation and utilities	269	39.0	531.00	542.50	461.00– 598.00	–	–	–	–	–	1	2	6	7	3	9	17	15	22	15	34	52	45	17	14	8
Secretaries I	718	39.0	353.00	350.00	329.50– 368.00	–	–	2	1	28	57	144	204	167	56	33	16	3	3	4	–	–	–	–	–	–
Manufacturing	193	40.0	370.00	365.50	340.00– 398.00	–	–	–	–	1	7	37	32	58	10	25	12	3	3	4	–	–	–	–	–	–
Nonmanufacturing	525	38.5	347.00	349.50	329.00– 361.50	–	–	2	1	27	50	107	172	109	46	7	4	–	–	–	–	–	–	–	–	–
Secretaries II	2,249	38.5	396.50	391.50	365.50– 420.50	–	–	–	–	10	58	81	253	416	487	375	135	271	53	50	58	1	–	–	–	–
Manufacturing	832	40.0	403.00	390.50	370.00– 445.00	–	–	–	–	1	4	26	84	143	226	91	36	157	18	15	30	1	–	–	–	–
Nonmanufacturing	1,417	37.5	393.00	393.00	365.00– 417.50	–	–	–	–	9	54	55	169	273	261	284	99	114	35	33	29	–	–	–	–	–
Transportation and utilities	51	37.0	439.00	447.00	412.00– 461.00	–	–	–	–	–	–	–	3	6	2	7	4	6	11	2	10	–	–	–	–	–
Secretaries III	5,228	39.5	449.00	442.00	413.00– 480.00	–	–	–	–	–	4	21	81	158	427	777	953	749	689	430	652	241	27	9	1	–
Manufacturing	3,004	40.0	453.50	447.00	420.50– 487.00	–	–	–	–	–	2	5	34	81	218	363	532	444	461	277	442	143	3	1	–	–
Nonmanufacturing	2,224	38.5	443.00	436.00	407.00– 470.50	–	–	–	–	–	2	16	47	77	211	414	421	304	228	153	210	98	24	8	1	–
Transportation and utilities	144	36.5	523.50	542.00	485.00– 566.00	–	–	–	–	–	1	1	1	1	–	2	13	9	11	11	22	50	15	6	1	–
Secretaries IV	2,188	39.0	516.50	513.50	471.00– 559.50	–	–	–	–	–	–	–	4	42	84	62	106	130	187	252	540	426	188	141	*4	12
Manufacturing	902	40.0	535.50	538.00	495.00– 577.00	–	–	–	–	–	–	–	1	6	7	17	44	47	46	88	209	222	103	108	3	1
Nonmanufacturing	1,286	38.5	502.50	503.00	462.00– 546.00	–	–	–	–	–	–	–	3	36	77	45	62	83	141	164	331	204	85	33	11	11
Transportation and utilities	52	38.5	610.50	603.00	603.00– 637.50	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	2	30	10	3	3
Secretaries V:																										
Manufacturing	253	40.0	589.00	584.50	519.00– 647.50	–	–	–	–	–	–	–	–	–	–	2	5	13	7	5	61	31	24	44	24	* 36
Typists	56	39.5	344.50	330.00	296.50– 382.00	–	–	1	6	7	7	13	8	–	1	3	–	6	4	–	–	–	–	–	–	–
Word processors	1,350	38.5	392.00	387.00	340.00– 430.00	–	–	–	5	14	77	239	119	189	191	154	81	87	52	76	42	33	–	–	–	–
Manufacturing	113	39.5	385.50	380.00	353.00– 416.50	–	–	–	2	2	4	15	19	14	24	5	1	12	14	1	–	–	–	–	–	–
Nonmanufacturing	1,246	38.0	392.50	387.00	339.50– 430.00	–	–	–	3	12	73	224	100	175	167	149	80	75	38	75	42	33	–	–	–	–
Word processors I	619	38.0	357.50	340.00	321.00– 394.50	–	–	–	5	12	69	222	62	54	74	71	7	34	–	9	–	–	–	–	–	–
Nonmanufacturing	583	37.5	359.00	340.00	324.50– 399.50	–	–	–	3	10	65	208	58	50	70	69	7	34	–	9	–	–	–	–	–	–
Word processors II	740	38.5	421.00	410.00	375.00– 460.00	–	–	–	–	2	8	17	57	135	117	83	74	53	52	67	42	33	–	–	–	–
Manufacturing	77	39.5	408.50	398.50	365.00– 458.00	–	–	–	–	–	–	1	15	10	20	3	1	12	14	1	–	–	–	–	–	–
Nonmanufacturing	663	38.5	422.50	410.00	375.00– 460.00	–	–	–	–	2	8	16	42	125	97	80	73	41	38	66	42	33	–	–	–	–
Key entry operators	1,469	38.5	334.00	325.00	298.50– 372.00	2	48	50	104	179	275	178	190	267	55	39	18	30	10	17	28	1	–	–	–	–
Manufacturing	602	39.5	352.00	347.50	323.00– 372.00	–	–	1	3	17	125	86	100	186	34	20	9	18	2	1	–	–	–	–	–	–
Nonmanufacturing	867	38.0	321.50	314.00	280.00– 353.50	2	48	49	101	162	150	92	90	81	21	19	7	12	8	16	28	1	–	–	–	–
Transportation and utilities	123	40.0	423.50	420.00	360.00– 487.00	–	–	–	–	12	–	9	4	18	6	13	6	7	7	16	26	1	–	–	–	–
Key entry operators I	919	38.5	324.50	314.00	280.00– 372.00	2	48	42	67	143	175	64	119	211	6	2	2	3	1	16	18	–	–	–	–	–
Manufacturing	361	39.5	350.00	354.00	344.00– 372.00	–	–	1	2	5	67	4	94	177	–	–	1	–	–	–	–	–	–	–	–	–
Nonmanufacturing	558	38.5	308.50	295.00	271.50– 320.00	2	48	41	65	138	108	60	25	34	6	2	1	3	1	16	18	–	–	–	–	–
Transportation and utilities	71	40.0	417.00	372.00	336.00– 487.00	–	–	–	–	12	–	6	4	12	–	–	–	2	1	16	16	–	–	–	–	–
Key entry operators II	564	38.5	348.50	339.00	310.00– 383.00	–	–	8	37	36	100	111	68	56	49	37	14	27	9	1	10	1	–	–	–	–
Manufacturing	241	40.0	355.50	337.00	319.50– 391.50	–	–	–	1	2	58	82	6	9	34	20	8	18	2	1	–	–	–	–	–	–
Nonmanufacturing	323	37.5	343.50	341.50	302.50– 370.00	–	–	8	36	34	42	29	62	47	15	17	6	9	7	–	10	1	–	–	–	–
Other clerical occupations																										
Accounting clerks	3,873	38.5	378.00	368.50	336.00– 423.00	1	39	58	99	174	390	299	690	385	312	325	342	352	83	151	103	63	6	1	1	–
Manufacturing	1,300	39.5	390.00	376.50	345.50– 424.00	–	–	11	16	35	40	129	293	181	137	125	49	125	26	25	68	58	–	–	–	–
Nonmanufacturing	2,573	38.0	372.00	365.00	319.00– 423.00	1	38	47	83	139	350	170	397	224	175	200	293	227	55	126	35	5	6	1	1	–
Transportation and utilities	189	38.0	379.00	345.50	319.50– 424.00	–	–	–	1	22	29	39	23	–	8	11	15	12	6	2	8	5	6	1	1	–
Accounting clerks I	130	38.5	277.50	280.00	255.00– 290.00	–	17	22	21	45	10	6	4	2	2	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	102	38.5	273.00	280.00	257.00– 281.50	–	17	11	18	44	6	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Boston, MA, August 1989 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2] Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly[4] earnings (in dollars) of — 200 and under 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 540	540 – 580	580 – 620	620 – 660	660 – 700	700 and over
Accounting clerks II	1,921	38.5	348.00	345.50	310.00– 370.00	1	21	36	69	113	303	236	546	156	111	76	130	79	38	1	5	–	–	–	–	–
Manufacturing	476	40.0	343.50	345.50	330.00– 350.00	–	–	–	13	31	24	99	235	31	15	9	5	9	5	–	–	–	–	–	–	–
Nonmanufacturing	1,445	37.5	349.50	345.50	310.00– 384.00	1	21	36	56	82	279	137	311	125	96	67	125	70	33	1	5	–	–	–	–	–
Accounting clerks III	1,273	39.0	394.00	393.50	362.00– 423.00	–	–	–	9	15	77	56	137	211	138	202	170	85	36	55	29	3	–	–	–	–
Manufacturing	539	39.5	392.00	390.00	364.00– 406.50	–	–	–	–	2	12	30	54	120	114	108	34	16	19	17	13	–	–	–	–	–
Nonmanufacturing	734	38.0	395.50	403.00	353.50– 432.00	–	–	–	9	13	65	26	83	91	74	94	136	69	17	38	16	3	–	–	–	–
Accounting clerks IV	549	38.0	469.50	448.00	441.50– 493.50	–	–	–	–	–	–	1	3	16	11	47	42	188	9	95	69	60	6	1	1	–
Manufacturing	257	40.0	484.00	447.00	441.50– 538.00	–	–	–	–	–	–	–	–	8	6	8	10	100	4	8	55	58	–	–	–	–
Payroll clerks	332	39.0	406.50	380.00	350.00– 474.50	–	–	1	20	1	9	31	34	64	34	13	19	11	13	5	49	24	4	–	–	–
Manufacturing	161	39.5	412.50	381.00	350.00– 489.00	–	–	–	11	–	2	15	16	34	17	4	6	10	5	2	16	19	4	–	–	–
Nonmanufacturing	171	38.5	401.50	380.00	346.00– 472.50	–	–	1	9	1	7	16	18	30	17	9	13	1	8	3	33	5	–	–	–	–
Transportation and utilities	49	39.5	405.50	376.00	346.00– 462.50	–	–	–	–	–	6	4	6	10	4	–	5	–	3	3	3	5	–	–	–	–
File clerks	731	37.5	270.50	265.00	248.00– 292.00	28	52	245	188	67	53	111	6	–	–	–	–	1	–	–	–	–	–	–	–	–
Nonmanufacturing	718	37.5	270.00	265.00	248.00– 284.50	28	52	245	167	57	51	111	6	–	–	–	–	1	–	–	–	–	–	–	–	–
File clerks I	409	37.5	256.00	251.00	248.00– 265.00	–	33	197	139	39	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	408	37.5	256.00	251.00	248.00– 265.00	–	33	197	138	39	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
File clerks II	305	37.0	288.00	300.00	258.00– 324.50	28	19	44	28	19	50	111	6	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	303	37.0	288.00	300.00	258.00– 324.50	28	19	44	28	18	49	111	6	–	–	–	–	–	–	–	–	–	–	–	–	–
Messengers	167	38.0	292.50	280.00	260.50– 307.00	–	16	23	23	54	14	14	7	2	1	5	7	1	–	–	–	–	–	–	–	–
Nonmanufacturing	128	37.5	281.50	280.00	260.50– 299.50	–	16	14	16	51	12	12	4	2	1	–	–	–	–	–	–	–	–	–	–	–
Order clerks	445	40.0	347.50	340.00	300.00– 390.00	–	1	23	26	47	44	71	58	25	68	22	27	10	6	3	12	2	–	–	–	–
Manufacturing	253	40.0	361.00	383.00	292.00– 414.50	–	–	22	23	44	1	5	10	13	57	21	25	10	5	3	12	2	–	–	–	–
Order clerks I	362	40.0	329.00	326.00	292.00– 360.00	–	1	23	26	47	43	70	53	15	56	12	11	3	–	–	–	–	–	–	–	–
Order clerks II	83	40.0	428.50	420.00	389.00– 464.00	–	–	–	–	–	1	1	5	10	10	10	16	7	6	3	12	2	–	–	–	–
Manufacturing	78	40.0	429.00	425.00	389.00– 464.00	–	–	–	–	–	1	1	4	10	10	9	14	7	5	3	12	2	–	–	–	–
Receptionists	231	39.0	344.50	320.00	310.00– 388.50	–	–	1	7	30	77	30	10	30	13	4	9	1	10	9	–	–	–	–	–	–
Manufacturing	67	40.0	365.00	364.00	311.50– 407.00	–	–	1	4	2	16	5	3	11	8	2	4	1	10	–	–	–	–	–	–	–
Nonmanufacturing	164	38.5	336.00	319.50	310.00– 356.50	–	–	–	3	28	61	25	7	19	5	2	5	–	–	9	–	–	–	–	–	–
Switchboard operators	391	39.0	327.50	315.00	303.50– 342.00	–	4	9	29	40	142	66	32	19	15	10	7	6	6	2	2	2	–	–	–	–
Manufacturing	90	40.0	359.00	343.50	310.00– 401.00	–	–	2	–	11	13	15	13	9	4	2	7	6	6	2	–	–	–	–	–	–
Nonmanufacturing	301	38.5	318.50	315.00	303.50– 332.00	–	4	7	29	29	129	51	19	10	11	8	–	–	–	–	2	2	–	–	–	–
Switchboard operator-receptionists	988	39.0	345.50	347.00	310.00– 372.00	6	11	4	17	136	125	115	188	168	41	127	5	34	8	–	–	2	–	–	–	–
Manufacturing	422	39.5	354.00	352.00	333.00– 372.00	–	11	–	15	26	5	51	131	86	2	86	2	5	2	–	–	–	–	–	–	–
Nonmanufacturing	566	38.5	339.50	327.00	308.00– 370.00	6	–	4	2	110	120	65	57	82	39	41	3	29	6	–	–	2	–	–	–	–
Transportation and utilities	37	36.5	335.50	294.00	288.00– 353.00	–	–	–	–	22	–	–	6	3	–	–	3	–	1	–	–	2	–	–	–	–

* Workers were distributed as follows: 22 at $700 to $740; 13 at $740 to $780; and 1 at $760 to $820.

Also see footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Boston, MA, August 1989

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[3]	Median[4]	Middle range[5]	Under 320	320 and under 360	360 – 400	400 – 440	440 – 480	480 – 520	520 – 560	560 – 600	600 – 640	640 – 680	680 – 720	720 – 760	760 – 800	800 – 840	840 – 880	880 – 920	920 – 960	960 – 1000	1000 – 1040	1040 – 1080	1080 and over
Computer systems analysts	5,279	39.0	778.50	770.00	673.00– 865.00	–	–	–	2	36	78	179	262	353	478	544	548	588	553	510	290	219	188	161	102	188
Manufacturing	2,638	40.0	767.50	756.50	648.00– 870.00	–	–	–	2	33	62	143	191	186	215	266	247	272	192	240	142	111	93	117	59	77
Nonmanufacturing	2,641	38.0	790.00	787.00	691.00– 862.50	–	–	–	–	3	16	36	62	167	263	278	301	316	361	270	148	108	95	44	43	111
Transportation and utilities	125	40.0	810.00	814.00	716.00– 902.50	–	–	–	–	–	–	2	3	1	16	11	8	11	23	9	20	8	8	5	–	–
Computer systems analysts I	823	39.5	594.50	590.50	547.00– 640.00	–	–	–	–	2	35	76	162	175	163	92	77	34	3	1	–	–	–	–	–	–
Nonmanufacturing	277	38.0	635.00	633.50	565.00– 698.00	–	–	–	–	2	14	28	31	62	31	61	26	3	1	–	–	–	–	–	–	–
Computer systems analysts II	2,373	38.5	736.50	733.00	673.00– 798.00	–	–	–	–	1	1	14	83	186	379	533	335	400	257	239	68	9	3	3	1	–
Manufacturing	997	40.0	727.50	719.00	669.50– 779.00	–	–	–	–	–	–	4	35	102	150	210	157	141	60	79	26	5	3	2	1	–
Nonmanufacturing	1,376	38.0	743.50	749.00	673.00– 806.50	–	–	–	–	1	1	10	48	84	229	183	179	239	197	160	40	4	–	1	–	–
Transportation and utilities	62	40.0	741.50	745.00	674.00– 798.50	–	–	–	–	–	–	–	2	–	15	11	8	11	11	2	2	–	–	–	–	–
Computer systems analysts III	1,646	39.0	864.00	854.00	795.00– 925.00	–	–	–	–	–	1	–	4	2	5	71	175	181	293	251	202	169	128	88	38	40
Manufacturing	854	39.5	868.50	859.00	798.00– 936.00	–	–	–	–	–	–	–	2	1	2	38	80	107	130	144	97	78	71	68	21	15
Nonmanufacturing	792	38.0	858.50	846.00	793.00– 921.50	–	–	–	–	1	–	2	1	3	33	95	74	163	107	105	91	57	20	15	25	
Transportation and utilities	58	40.0	902.50	904.00	846.50– 949.00	–	–	–	–	–	–	–	–	–	–	–	–	–	12	7	18	8	8	5	–	–
Computer systems analysts IV	425	39.0	1043.00	1040.50	977.50–1113.50	–	–	–	–	–	–	–	–	–	–	1	1	–	2	20	20	41	57	70	65	* 148
Manufacturing	229	40.0	1028.00	1024.00	942.50–1088.00	–	–	–	–	–	–	–	–	–	–	–	–	–	2	17	17	28	19	47	37	62
Nonmanufacturing	196	38.0	1061.00	1060.50	979.00–1150.00	–	–	–	–	–	–	–	–	–	–	1	1	–	–	3	3	13	38	23	28	86
Computer programmers	2,441	38.5	615.50	628.00	529.00– 686.50	–	–	12	89	189	260	251	275	283	422	285	154	83	21	63	25	5	4	–	–	–
Manufacturing	564	39.5	647.00	649.00	585.50– 718.00	–	–	–	13	25	35	42	50	93	109	103	33	21	19	8	4	5	4	–	–	–
Nonmanufacturing	1,877	38.5	606.00	604.00	518.50– 673.00	–	–	12	76	164	245	209	225	190	313	182	121	62	2	55	21	–	–	–	–	–
Computer programmers I	219	38.0	460.50	462.00	432.00– 480.00	–	–	12	52	95	46	6	1	4	3	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	172	37.5	451.50	452.00	432.00– 470.50	–	–	12	40	83	35	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer programmers II	931	38.5	555.00	538.00	499.00– 603.00	–	–	–	37	93	221	168	175	134	78	12	10	2	1	–	–	–	–	–	–	–
Manufacturing	194	39.5	600.50	620.00	543.00– 637.50	–	–	–	1	13	22	24	21	66	23	11	10	2	1	–	–	–	–	–	–	–
Nonmanufacturing	737	38.0	542.50	537.00	491.50– 591.50	–	–	–	36	80	199	144	154	68	55	1	–	–	–	–	–	–	–	–	–	–
Computer programmers III	995	38.5	663.50	666.00	618.00– 710.50	–	–	–	–	1	13	75	97	138	286	211	105	52	6	4	3	3	1	–	–	–
Manufacturing	261	39.0	680.50	673.00	636.50– 718.00	–	–	–	–	–	2	14	28	22	76	77	16	9	6	4	3	3	1	–	–	–
Nonmanufacturing	734	38.5	657.00	653.00	614.00– 710.50	–	–	–	–	1	11	61	69	116	210	134	89	43	–	–	–	–	–	–	–	–
Computer programmers IV	285	39.0	765.50	749.00	688.00– 854.50	–	–	–	–	–	–	–	–	5	52	61	38	29	14	59	22	2	3	–	–	–
Nonmanufacturing	223	38.5	764.00	749.00	685.50– 854.50	–	–	–	–	–	–	–	–	4	45	46	31	19	2	55	21	–	–	–	–	–
Computer operators	2,178	39.0	430.50	412.50	365.50– 475.00	104	322	560	373	293	193	141	70	49	25	17	28	3	–	–	–	–	–	–	–	–
Manufacturing	782	39.5	454.00	429.00	385.00– 499.00	7	51	216	141	136	61	38	52	35	17	14	14	–	–	–	–	–	–	–	–	–
Nonmanufacturing	1,396	38.5	417.00	399.50	359.00– 464.50	97	271	344	232	157	132	103	18	14	8	3	14	3	–	–	–	–	–	–	–	–
Transportation and utilities	38	40.0	626.50	634.50	525.00– 726.50	–	–	1	4	2	2	1	3	7	–	2	14	2	–	–	–	–	–	–	–	–
Computer operators I	130	39.0	330.00	326.50	317.00– 336.00	* * 47	62	20	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	110	39.0	325.00	326.50	317.00– 336.00	44	54	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators II	938	38.5	383.50	375.00	355.50– 399.50	45	244	425	115	60	14	14	15	6	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	358	39.5	407.50	385.00	365.00– 444.00	3	43	171	45	54	9	13	15	5	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	580	38.0	368.50	365.00	346.00– 397.50	42	201	254	70	6	5	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators III	814	39.0	460.00	442.50	414.00– 499.30	11	16	114	252	164	84	91	37	32	7	2	4	–	–	–	–	–	–	–	–	–
Manufacturing	300	39.5	473.50	448.00	411.50– 518.00	–	–	36	90	61	40	13	29	25	6	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	514	38.5	452.00	439.00	416.50– 492.00	11	16	78	162	103	44	78	8	7	1	2	4	–	–	–	–	–	–	–	–	–
Computer operators IV	292	39.5	544.50	509.00	480.00– 581.50	–	–	–	3	69	95	38	18	11	18	15	24	3	–	–	–	–	–	–	–	–
Manufacturing	100	40.0	586.00	565.00	492.00– 685.50	–	–	–	3	21	12	12	8	5	11	14	14	–	–	–	–	–	–	–	–	–
Nonmanufacturing	192	39.5	522.50	491.50	477.50– 524.00	–	–	–	–	48	83	24	10	6	7	1	10	3	–	–	–	–	–	–	–	–

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Boston, MA, August 1989 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[3]	Median[3]	Middle range[3]	Under 320	320 and under 360	360 – 400	400 – 440	440 – 480	480 – 520	520 – 560	560 – 600	600 – 640	640 – 680	680 – 720	720 – 760	760 – 800	800 – 840	840 – 880	880 – 920	920 – 960	960 – 1000	1000 – 1040	1040 – 1080	1080 and over
Computer data librarians	50	38.0	400.00	385.50	333.50– 462.50	# 10	7	13	3	7	4	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Drafters	1,338	40.0	551.00	549.00	442.50– 637.00	38	90	53	142	107	191	119	146	126	93	98	15	39	38	24	27	–	–	–	–	–
Manufacturing	908	40.0	557.50	550.00	442.50– 653.50	24	88	24	74	87	110	85	96	76	34	89	7	25	38	24	27	–	–	–	–	–
Nonmanufacturing	430	40.0	537.00	537.50	451.00– 633.50	6	2	29	68	20	81	34	50	50	59	9	8	14	–	–	–	–	–	–	–	–
Drafters II	150	40.0	371.00	374.00	349.00– 400.00	14	55	26	48	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	119	40.0	367.00	349.00	349.00– 400.00	10	53	15	34	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Drafters III	302	40.0	449.50	442.50	422.00– 486.00	–	34	26	54	75	82	21	10	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	190	40.0	441.50	442.50	411.50– 486.00	–	34	8	29	58	49	9	3	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	112	40.0	463.50	465.00	422.00– 480.00	–	–	18	25	17	33	12	7	–	–	–	–	–	–	–	–	–	–	–	–	–
Drafters IV	474	40.0	588.50	585.00	518.50– 614.00	–	–	–	14	23	107	84	98	82	31	26	6	5	–	–	–	–	–	–	–	–
Manufacturing	334	40.0	586.50	585.00	518.50– 610.00	–	–	–	9	22	59	74	79	58	5	17	5	5	–	–	–	–	–	–	–	–
Nonmanufacturing	140	40.0	572.50	588.50	500.00– 645.00	–	–	–	5	1	48	10	17	23	26	9	1	–	–	–	–	–	–	–	–	–
Drafters V	366	40.0	707.50	686.00	621.50– 790.00	–	–	–	–	–	2	14	40	44	62	72	9	34	38	24	27	–	–	–	–	–
Manufacturing	247	40.0	743.50	719.00	653.50– 833.00	–	–	–	–	–	2	2	14	17	29	72	2	20	38	24	27	–	–	–	–	–
Nonmanufacturing	119	40.0	633.00	620.00	576.00– 670.00	–	–	–	–	–	–	12	26	27	33	–	7	14	–	–	–	–	–	–	–	–
Electronics technicians	2,287	40.0	5 6.00	505.00	444.00– 570.00	8	53	191	280	334	361	440	180	193	80	40	25	79	23	–	–	–	–	–	–	–
Manufacturing	2,135	40.0	5[illegible]9.00	500.00	442.50– 560.00	8	52	178	269	323	347	419	173	187	72	40	25	17	20	–	–	–	–	–	–	–
Nonmanufacturing	152	39.5	611.50	581.00	480.00– 765.50	–	1	13	11	11	14	21	7	6	8	–	–	62	3	–	–	–	–	–	–	–
Electronics technicians I	449	40.0	410.00	402.00	376.50– 440.00	8	48	137	142	60	44	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	426	40.0	410.50	402.00	378.00– 440.00	8	47	134	137	59	41	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Electronics technicians II	811	40.0	485.00	480.00	443.50– 522.00	–	5	54	125	200	215	119	53	29	9	1	1	–	–	–	–	–	–	–	–	–
Manufacturing	755	40.0	482.50	480.00	442.50– 517.00	–	5	54	119	190	204	99	46	27	7	1	1	–	–	–	–	–	–	–	–	–
Electronics technicians III	1,027	40.0	587.00	563.00	530.00– 630.00	–	–	–	13	74	102	311	127	164	71	39	24	79	23	–	–	–	–	–	–	–
Manufacturing	954	40.0	574.50	554.50	527.00– 607.00	–	–	–	13	74	102	310	125	160	70	39	24	17	20	–	–	–	–	–	–	–
Registered industrial nurses	102	38.5	575.50	589.00	537.00– 614.50	–	–	–	4	6	9	15	21	36	9	–	2	–	–	–	–	–	–	–	–	–
Manufacturing	84	40.0	570.50	583.50	537.50– 605.00	–	–	–	4	5	7	12	20	28	5	–	–	–	–	–	–	–	–	–	–	–

* Workers were distributed as follows: 45 at $1,080 to $1,120; 56 at $1,120 to $1,160; 23 at $1,160 to $1,200; 10 at $1,200 to $1,240; and 14 at $1,240 and over.

* * Workers were distributed as follows: 3 at $240 to $280; and 44 at $280 to $320.

Workers were distributed as follows: 1 at $240 to $280; and 9 at $280 to $320.

Also see footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Boston, MA, August 1989

Sex,[4] occupation, and industry division	Number of workers	Average (mean[5])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[2]
Office occupations – men			
Accounting clerks	484	39.5	378.50
Nonmanufacturing	207	38.5	362.00
Accounting clerks II	242	39.5	350.00
Accounting clerks III	139	38.5	382.00
Nonmanufacturing	95	38.0	373.50
Messengers	100	37.5	288.50
Nonmanufacturing	80	36.5	278.50
Office occupations – women			
Secretaries	10,458	39.0	452.00
Manufacturing	4,987	40.0	464.00
Nonmanufacturing	5,471	38.5	441.50
Transportation and utilities	269	39.0	531.00
Secretaries I	635	39.0	354.50
Manufacturing	191	40.0	370.00
Nonmanufacturing	444	38.5	347.50
Secretaries II	2,193	38.5	397.00
Manufacturing	815	40.0	404.00
Nonmanufacturing	1,378	37.5	393.00
Transportation and utilities	51	37.0	439.00
Secretaries III	5,123	39.5	450.00
Manufacturing	2,924	40.0	455.00
Nonmanufacturing	2,199	38.5	443.00
Transportation and utilities	144	39.5	523.50
Secretaries IV	2,083	39.0	519.00
Manufacturing	827	39.5	541.50
Nonmanufacturing	1,256	38.5	504.50
Transportation and utilities	52	38.5	610.50
Secretaries V:			
Manufacturing	230	40.0	590.00
Word processors	1,293	38.0	392.00
Manufacturing	112	39.5	385.50
Nonmanufacturing	1,181	38.0	393.00
Word processors I	581	37.5	356.50
Nonmanufacturing	545	37.5	357.50
Word processors II	712	38.5	421.50
Manufacturing	76	39.5	409.00
Nonmanufacturing	636	38.5	423.00
Key entry operators	1,355	38.5	335.50
Manufacturing	562	39.5	352.50
Nonmanufacturing	793	38.0	323.00
Transportation and utilities	119	40.0	424.00
Key entry operators I	824	38.5	326.50
Manufacturing	328	38.0	350.50
Nonmanufacturing	496	38.5	311.00
Transportation and utilities	71	40.0	417.00
Key entry operators II	528	38.5	348.50
Nonmanufacturing	294	37.5	343.50
Accounting clerks	3,311	38.5	377.50
Manufacturing	974	39.5	390.50
Nonmanufacturing	2,337	37.5	372.00
Transportation and utilities	179	38.0	373.00
Accounting clerks I	112	39.0	278.00
Nonmanufacturing	85	38.5	273.00
Accounting clerks II	1,634	38.0	346.50
Manufacturing	299	40.0	341.00
Nonmanufacturing	1,335	37.5	348.00
Accounting clerks III	1,111	39.0	386.00
Manufacturing	477	39.5	391.00
Nonmanufacturing	634	38.5	398.50
Accounting clerks IV	454	38.0	470.50
Manufacturing	171	39.5	462.00
Payroll clerks	318	39.0	407.50
Manufacturing	161	38.5	412.50
Nonmanufacturing	157	39.5	402.50
Transportation and utilities	43	39.5	411.00
File clerks	658	37.5	272.00
Nonmanufacturing	645	37.5	271.50
File clerks I	378	37.5	256.50
Nonmanufacturing	378	37.5	256.50
File clerks II	265	37.5	293.00
Nonmanufacturing	263	37.0	293.00
Messengers	65	39.0	300.00
Order clerks	385	40.0	343.50
Manufacturing	224	40.0	355.00
Order clerks I	320	40.0	327.00
Order clerks II	65	40.0	424.00
Manufacturing	63	40.0	425.50
Receptionists	212	39.0	347.00
Manufacturing	55	40.0	372.50
Nonmanufacturing	157	38.5	338.00
Switchboard operators	340	39.0	330.00
Manufacturing	82	40.0	362.50
Nonmanufacturing	258	38.5	319.50
Switchboard operator-receptionists	984	39.0	345.50
Manufacturing	422	39.5	354.00
Nonmanufacturing	562	38.5	339.50
Professional and technical occupations – men			
Computer systems analysts	3,127	39.0	804.50
Manufacturing	1,573	40.0	793.00
Nonmanufacturing	1,554	38.0	816.00
Transportation and utilities	72	40.0	829.00
Computer systems analysts I	432	40.0	607.00
Nonmanufacturing	163	39.5	648.50
Computer systems analysts II	1,268	38.5	744.00
Manufacturing	526	40.0	725.50
Nonmanufacturing	742	37.5	757.00
Transportation and utilities	39	40.0	741.50
Computer systems analysts III	1,090	39.0	880.50
Manufacturing	594	39.5	879.50
Nonmanufacturing	496	38.0	882.00
Transportation and utilities	33	40.0	932.50
Computer systems analysts IV	333	39.0	1043.00
Manufacturing	180	40.0	1022.00
Nonmanufacturing	153	38.0	1067.50
Computer programmers:			
Computer programmers II: Manufacturing	95	39.5	599.00
Computer programmers III: Nonmanufacturing	438	38.5	659.00
Computer programmers IV: Nonmanufacturing	165	39.0	773.00
Computer operators	1,563	39.0	435.50
Manufacturing	463	38.5	468.00
Nonmanufacturing	1,100	38.5	422.00
Computer operators I	113	39.0	329.00
Nonmanufacturing	100	39.0	326.00
Computer operators II	600	38.5	384.50
Manufacturing	192	39.0	414.00
Nonmanufacturing	408	38.5	370.50
Computer operators III	591	39.0	458.50
Manufacturing	169	39.5	470.50
Nonmanufacturing	422	38.5	454.00
Computer operators IV	258	39.5	547.50
Manufacturing	88	40.0	599.50
Nonmanufacturing	170	39.5	521.00
Drafters	1,050	40.0	567.00
Manufacturing	701	40.0	578.00
Nonmanufacturing	349	40.0	545.00
Drafters II	63	40.0	358.50
Drafters III	243	40.0	447.00
Manufacturing	156	40.0	438.50
Nonmanufacturing	87	40.0	462.00

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Boston, MA, August 1989 —Continued

Sex,[4] occupation, and industry division	Number of workers	Average (mean[2])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[2]
Drafters IV	356	40.0	564.00
Manufacturing	243	40.0	558.00
Nonmanufacturing	113	40.0	577.00
Drafters V	348	40.0	714.00
Manufacturing	243	40.0	745.50
Nonmanufacturing	105	40.0	640.50
Electronics technicians	1,947	40.0	525.50
Manufacturing	1,801	40.0	517.50
Nonmanufacturing	146	38.5	619.50
Electronics technicians I	366	40.0	412.50
Manufacturing	344	40.0	413.00
Electronics technicians II	648	40.0	491.50
Manufacturing	597	40.0	468.50
Electronics technicians III	933	40.0	593.00
Manufacturing	860	40.0	579.50
Professional and technical occupations - women			
Computer systems analysts	1,843	39.0	741.00
Manufacturing	934	40.0	722.50
Nonmanufacturing	909	37.5	760.00
Transportation and utilities	51	40.0	784.00
Computer systems analysts I	358	39.5	581.50
Nonmanufacturing	114	39.0	615.50
Computer systems analysts II:			
Manufacturing	410	40.0	722.00
Computer systems analysts III	472	39.0	827.50
Manufacturing	230	40.0	834.50
Nonmanufacturing:			
Transportation and utilities	25	40.0	862.50
Computer systems analysts IV	85	38.5	1031.50
Computer programmers:			
Computer programmers II:			
Manufacturing	99	39.5	602.50
Computer operators	580	39.0	419.00
Manufacturing	284	39.5	439.00
Nonmanufacturing	296	38.0	399.50
Computer operators II	321	38.5	363.00
Manufacturing	149	39.5	404.50
Nonmanufacturing	172	38.0	364.00
Computer operators III	215	39.0	464.50
Manufacturing	123	40.0	481.00
Nonmanufacturing	92	38.5	442.50
Drafters	263	40.0	491.50
Manufacturing	182	40.0	487.50
Drafters IV	107	40.0	582.50
Manufacturing	80	40.0	592.50

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance, toolroom, and powerplant workers in Boston, MA, August 1989

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean[2]	Median[3]	Middle range[4]	Under 8.50	8.50 and under 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 15.50	15.50 – 16.00	16.00 – 16.50	16.50 – 17.00	17.00 – 17.50	17.50 – 18.00	18.00 – 18.50	18.50 – 19.00	19.00 and over
Maintenance carpenters	315	13.94	13.61	12.50–15.24	–	–	–	1	2	3	9	6	20	62	54	3	40	22	19	61	–	–	2	9	–	2	3
Manufacturing	167	14.30	14.25	13.22–15.61	–	–	–	1	1	–	3	1	3	17	37	1	21	21	–	61	–	–	–	–	–	–	–
Nonmanufacturing	148	13.54	12.50	12.50–14.23	–	–	–	–	1	3	6	5	17	45	17	2	19	1	19	–	–	–	2	6	–	2	3
Maintenance electricians	667	15.17	14.81	13.94–17.34	–	–	–	–	1	2	3	12	5	53	71	36	132	105	9	32	14	8	137	8	2	–	37
Manufacturing	493	15.20	14.82	14.01–17.34	–	–	–	–	1	2	2	6	5	25	27	14	125	101	7	29	8	–	132	–	–	–	9
Nonmanufacturing	174	15.08	13.94	13.13–16.71	–	–	–	–	–	–	1	6	–	28	44	22	7	4	2	3	6	8	5	8	2	–	* 28
Maintenance painters	170	13.68	13.50	12.44–14.94	–	–	1	5	10	6	7	7	9	19	7	33	–	34	1	–	12	3	18	–	–	–	–
Manufacturing	73	13.48	13.45	12.53–14.94	–	–	–	–	4	–	5	–	9	16	5	3	–	31	–	–	–	–	–	–	–	–	–
Nonmanufacturing	97	13.84	13.50	11.79–16.38	–	–	1	5	6	6	2	7	–	3	2	30	–	3	1	–	12	3	16	–	–	–	–
Maintenance machinists	372	13.57	13.46	12.61–14.01	–	–	–	–	1	6	4	10	4	85	103	11	88	35	10	–	–	15	–	–	–	–	–
Manufacturing	289	13.66	14.01	13.18–14.01	–	–	–	–	1	–	4	4	4	14	103	11	88	35	10	–	–	15	–	–	–	–	–
Maintenance mechanics (machinery)	1,044	13.27	13.07	12.39–14.82	–	–	2	6	25	8	40	81	309	46	57	36	165	202	24	24	19	–	–	–	–	–	–
Manufacturing	753	13.50	14.13	12.35–14.82	–	–	2	6	25	8	39	80	54	46	56	33	150	199	22	22	11	–	–	–	–	–	–
Maintenance pipefitters	124	14.69	14.36	14.36–14.82	–	–	–	–	–	–	–	–	4	–	10	2	50	40	–	–	1	17	–	–	–	–	–
Manufacturing	123	14.69	14.36	14.36–14.82	–	–	–	–	–	–	–	–	4	–	10	1	50	40	–	–	1	17	–	–	–	–	–
Motor vehicle mechanics	387	15.42	15.65	14.20–16.78	–	–	–	–	1	9	1	21	3	10	13	17	72	24	9	49	39	29	53	–	3	6	28
Nonmanufacturing	381	15.52	15.71	14.20–16.78	–	–	–	–	1	9	1	21	3	10	13	2	64	24	9	47	39	29	53	–	3	6	28
Transportation and utilities	262	16.18	16.23	14.65–17.14	–	–	–	–	–	–	1	12	–	–	1	2	48	6	–	43	39	29	44	–	3	6	* * 28
General maintenance workers	938	9.82	9.75	9.65–10.91	# 116	219	102	69	125	101	73	54	42	30	1	2	2	–	–	2	–	–	–	–	–	–	–
Manufacturing	293	10.18	10.28	9.23–10.82	–	69	10	27	58	61	43	6	17	2	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	645	9.65	9.00	8.50–10.91	116	150	92	42	67	40	30	48	25	28	1	2	2	–	–	2	–	–	–	–	–	–	–
Tool and die makers	427	15.93	15.38	14.95–17.34	–	–	–	–	–	–	5	1	6	5	9	2	69	53	67	47	26	5	101	–	–	–	31
Manufacturing	427	15.93	15.38	14.95–17.34	–	–	–	–	–	–	5	1	6	5	9	2	69	53	67	47	26	5	101	–	–	–	31

* Workers were distributed as follows: 6 at $19.00 to $19.50; 20 at $20.00 to $20.50; and 2 at $22.50 to $23.00.
* * All workers were at $20.00 to $20.50.
Workers were distributed as follows: 10 at $7.00 to $7.50; 23 at $7.50 to $8.00; and 83 at $8.00 to $8.50.
Also see footnotes at end of tables.

Table A-5. Hourly earnings of material movement and custodial workers in Boston, MA, August 1989

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[a]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean[b]	Median[c]	Middle range[d]	Under 5.50	5.50 and under 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 and over
Truckdrivers	3,280	14.09	15.38	12.16–15.71	–	–	32	–	2	5	7	15	12	47	177	81	150	43	361	52	222	100	177	1	1537	99	160
Manufacturing	494	12.46	12.00	11.25–13.83	–	–	–	–	2	5	1	8	9	45	19	18	45	38	84	19	22	98	1	–	70	10	–
Nonmanufacturing	2,786	14.38	15.38	13.00–15.71	–	–	32	–	–	–	6	7	3	2	158	63	105	5	277	33	200	2	176	1	1467	59	160
Transportation and utilities	1,562	15.50	15.71	15.38–15.71	–	–	–	–	–	–	–	–	–	–	–	6	–	–	–	–	–	2	–	1	1467	89	–
Truckdrivers, light truck:																											
Manufacturing	84	10.28	9.80	9.50–11.31	–	–	–	–	–	3	1	1	4	34	12	4	8	10	4	3	–	–	–	–	–	–	–
Truckdrivers, medium truck	1,535	14.42	15.71	12.00–15.71	–	–	–	–	2	–	–	6	3	4	156	53	128	3	72	–	99	51	–	1	797	–	* 160
Manufacturing	174	12.18	12.00	11.25–13.83	–	–	–	–	2	–	–	4	1	3	1	4	32	3	72	–	1	51	–	–	–	–	–
Nonmanufacturing	1,361	14.70	15.71	13.00–15.71	–	–	–	–	–	–	–	2	2	1	155	49	96	–	–	–	98	–	–	1	797	–	160
Truckdrivers, heavy truck	134	13.83	15.55	11.95–15.55	–	–	–	–	–	–	–	1	–	6	–	11	–	24	3	11	2	–	–	–	76	–	–
Truckdrivers, tractor-trailer	1,181	14.80	15.38	14.06–15.38	–	–	–	–	–	–	–	–	–	1	2	2	10	4	18	36	120	48	177	–	664	99	–
Manufacturing	99	13.53	13.82	13.45–13.85	–	–	–	–	–	–	–	–	–	–	2	2	3	4	5	5	21	46	1	–	–	10	–
Nonmanufacturing	1,082	14.92	15.38	14.20–15.38	–	–	–	–	–	–	–	–	–	1	–	–	7	–	13	31	99	2	176	–	664	89	–
Transportation and utilities	755	15.51	15.38	15.38–15.38	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	664	89	–
Shippers	300	8.12	7.33	7.00– 9.35	–	–	11	28	112	9	32	21	15	45	16	4	1	1	2	–	1	1	1	–	–	–	–
Manufacturing	183	9.82	8.75	7.98– 9.85	–	–	11	2	24	9	31	21	13	45	16	4	1	1	2	–	1	1	1	–	–	–	–
Nonmanufacturing	117	7.04	7.00	7.00– 7.00	–	–	–	26	88	–	1	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receivers	353	10.99	10.99	8.50–13.21	–	–	–	13	11	8	16	60	30	5	8	27	7	1	31	–	106	1	13	1	14	–	1
Manufacturing	131	10.02	10.20	9.00–12.00	–	–	–	13	2	6	6	5	28	4	4	26	4	–	30	–	1	–	2	–	–	–	–
Nonmanufacturing	222	11.57	13.21	8.50–13.28	–	–	–	–	9	2	10	55	2	1	4	1	3	1	1	–	105	1	11	1	14	–	1
Shippers and receivers	418	10.31	10.95	9.40–11.25	–	1	2	1	32	–	10	21	67	21	11	23	117	59	31	1	–	–	1	–	–	–	–
Manufacturing	352	10.22	10.55	9.40–11.58	–	–	–	–	32	–	10	20	86	17	10	22	66	56	30	1	–	–	–	–	–	–	–
Warehousemen	2,976	11.72	12.96	9.50–13.23	–	–	–	3	52	11	322	212	109	200	29	50	8	78	213	214	1308	7	2	102	30	26	–
Manufacturing	578	9.37	8.92	8.30–10.02	–	–	–	3	3	9	175	113	52	73	28	31	4	75	5	7	–	–	–	–	–	–	–
Nonmanufacturing:																											
Transportation and utilities	79	14.49	15.67	13.15–16.09	–	–	–	–	–	–	–	–	3	5	–	–	–	2	5	3	9	–	2	2	22	26	–
Order fillers:																											
Manufacturing	79	10.05	12.25	7.15–12.25	–	–	1	11	11	3	6	2	–	–	2	–	–	–	43	–	–	–	–	–	–	–	–
Shipping packers	393	8.34	8.06	7.80–11.38	–	–	11	23	20	142	73	2	4	2	6	–	30	32	48	–	–	–	–	–	–	–	–
Manufacturing	393	8.94	8.06	7.80–11.38	–	–	11	23	20	142	73	2	4	2	6	–	30	32	48	–	–	–	–	–	–	–	–
Material handling laborers	277	12.25	15.38	8.56–15.38	1	–	2	2	11	18	29	29	5	4	2	–	32	–	–	–	–	–	1	1	140	–	–
Manufacturing	115	9.19	8.56	8.25–11.18	–	–	–	–	9	12	25	29	5	3	1	–	31	–	–	–	–	–	–	–	–	–	–
Forklift operators	190	11.81	11.58	10.28–13.63	–	–	–	–	1	7	4	4	2	18	19	4	5	51	2	–	23	17	28	5	–	–	–
Manufacturing	150	11.21	11.54	10.28–12.31	–	–	–	–	1	7	4	4	2	18	19	4	5	47	2	–	20	17	–	–	–	–	–
Guards	5,777	7.11	6.75	6.00– 7.50	189	479	1437	1131	1012	418	312	191	123	90	49	51	33	216	7	16	10	8	1	–	4	–	–
Manufacturing	532	10.08	9.97	8.54–11.88	–	–	–	6	11	35	65	58	48	52	21	16	20	197	2	1	–	–	–	–	–	–	–
Nonmanufacturing	5,245	6.81	6.75	6.00– 7.00	189	479	1437	1125	1001	383	247	133	75	38	28	35	13	19	5	15	10	8	1	–	4	–	–
Guards I	5,541	6.99	6.75	6.00– 7.30	189	479	1436	1131	1012	414	299	159	76	50	18	38	27	188	4	10	8	3	–	–	–	–	–
Manufacturing	392	10.26	11.19	8.46–11.88	–	–	–	6	11	31	53	30	22	18	9	11	16	183	2	–	–	–	–	–	–	–	–
Nonmanufacturing	5,149	6.74	6.75	6.00– 7.00	189	479	1436	1125	1001	383	246	129	54	32	9	27	11	5	2	10	8	3	–	–	–	–	–
Guards II	236	10.09	9.71	9.01–10.74	–	–	1	–	–	4	13	32	47	40	31	13	8	26	3	6	2	5	1	–	4	–	–
Nonmanufacturing	96	10.82	10.12	9.34–11.90	–	–	1	–	–	–	1	4	21	6	19	8	2	14	3	5	2	5	1	–	4	–	–
Janitors, porters, and cleaners	10,799	6.84	6.35	6.35– 6.60	46	51	7027	1750	366	359	220	168	175	108	85	104	274	9	9	14	32	3	–	–	–	–	–
Manufacturing	961	9.41	9.40	7.69–11.39	–	–	19	69	77	127	58	62	81	69	21	98	265	–	–	13	1	1	–	–	–	–	–
Nonmanufacturing	9,838	6.58	6.35	6.35– 6.60	46	51	7008	1681	288	232	162	106	94	39	64	6	9	9	9	1	31	2	–	–	–	–	–

* All workers were at $18.00 to $19.00.

Also see footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, tooiroom, powerplant, material movement, and custodial workers, by sex, in Boston, MA, August 1989

Sex,[4] occupation, and industry division	Number of workers	Average (mean[5]) hourly earnings (in dollars)[6]
Maintenance, tooiroom, and powerplant occupations - men		
Maintenance carpenters	312	13.96
Manufacturing	165	14.32
Nonmanufacturing	147	13.55
Maintenance electricians	659	15.18
Manufacturing	491	15.20
Nonmanufacturing	168	15.12
Maintenance painters	164	13.70
Manufacturing	71	13.44
Nonmanufacturing	93	13.91
Maintenance machinists	369	13.57
Manufacturing	286	13.86
Maintenance mechanics (machinery)	1,039	13.27
Manufacturing	750	13.50
Maintenance pipefitters	124	14.69
Manufacturing	123	14.69
Motor vehicle mechanics	387	15.42
Nonmanufacturing	361	15.52
Transportation and utilities	262	16.18
General maintenance workers	935	9.82
Manufacturing	292	10.18
Nonmanufacturing	643	9.65
Tool and die makers	427	15.93
Manufacturing	427	15.93
Material movement and custodial occupations - men		
Truckdrivers:		
Manufacturing	478	12.48
Truckdrivers, light truck:		
Manufacturing	82	10.24
Truckdrivers, medium truck:		
Manufacturing	185	12.22
Truckdrivers, heavy truck	134	13.83
Truckdrivers, tractor-trailer	1,086	14.67
Manufacturing	94	13.58
Nonmanufacturing	992	14.77
Transportation and utilities	666	15.37
Shippers	275	8.12
Manufacturing	159	8.93
Receivers	330	10.93
Manufacturing	122	10.11
Nonmanufacturing	208	11.41
Shippers and receivers	393	10.26
Manufacturing	339	10.15
Warehousemen	2,888	11.74
Manufacturing	513	9.24
Nonmanufacturing:		
Transportation and utilities	74	14.43
Shipping packers	187	9.58
Manufacturing	187	9.58
Material handling laborers	248	12.65
Manufacturing	95	9.32
Forklift operators:		
Manufacturing	128	11.40
Guards:		
Manufacturing	479	10.14
Guards I:		
Manufacturing	355	10.32
Guards II	197	10.16
Janitors, porters, and cleaners:		
Manufacturing	751	9.62
Material movement and custodial occupations - women		
Warehousemen	88	11.18
Manufacturing	65	10.46
Guards:		
Manufacturing	53	9.55
Janitors, porters, and cleaners:		
Manufacturing	210	8.67

See footnotes at end of tables.

Table A-7. Indexes of earnings and percent increases for selected occupational groups, Boston, MA, selected periods

Period[1]	All industries					Manufacturing					Nonmanufacturing			
	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Unskilled plant
Indexes (August 1977 = 100):														
August 1982	209.9	215.2	221.0	202.3	209.7	208.4	210.6	215.3	204.4	201.2	211.4	217.9	(*)	211.4
August 1989	221.2	226.0	238.0	208.0	218.7	(*)	220.3	232.7	210.5	211.5	223.0	229.2	(*)	221.5
Percent increases:														
August 1972 to August 1973	5.6	(*)	6.2	6.6	6.1	5.9	(*)	6.8	5.4	6.3	5.2	(*)	5.1	5.4
August 1973 to August 1974	7.6	6.5	7.5	9.5	9.1	7.2	7.4	8.1	8.1	9.1	7.8	6.1	6.4	9.1
August 1974 to August 1975	8.1	6.3	9.2	7.9	8.2	7.7	7.7	9.9	7.8	8.4	8.3	5.5	7.8	8.2
August 1975 to August 1976	6.9	6.1	7.4	6.6	8.0	6.2	6.9	7.8	9.1	8.5	6.3	5.8	6.7	7.7
August 1976 to August 1977	6.4	5.8	5.9	7.3	6.5	7.1	5.9	6.3	6.6	7.4	6.1	5.8	(*)	6.0
August 1977 to August 1978	6.0	6.7	8.7	7.3	7.1	5.9	7.7	8.5	7.7	5.5	6.0	6.7	(*)	8.2
August 1978 to August 1979	7.9	8.0	8.8	7.6	8.0	8.3	7.9	8.6	7.6	9.5	7.7	8.0	(*)	7.2
August 1979 to August 1980	9.2	8.7	9.7	9.6	9.2	10.0	9.3	9.4	9.6	9.9	8.7	8.5	(*)	8.8
August 1980 to August 1981	11.1	10.9	11.1	10.3	9.1	10.3	11.1	10.6	10.6	10.3	11.6	10.5	(*)	8.1
August 1981 to August 1982	8.0	8.1	8.7	8.8	8.0	8.0	7.4	8.5	8.7	8.2	8.0	8.4	9.3	7.5
August 1982 to August 1983	6.4	6.1	7.6	5.9	7.7	6.5	4.8	6.7	6.0	7.0	6.2	6.8	9.4	8.1
August 1983 to August 1984	5.9	6.6	6.0	6.0	6.8	6.2	6.0	6.2	6.0	2.7	5.7	6.9	5.5	8.7
August 1984 to August 1985	5.5	5.0	4.8	4.2	5.5	5.0	4.9	5.4	4.2	4.0	6.0	5.0	2.9	6.1
August 1985 to August 1986	5.2	6.3	5.6	4.1	4.2	4.4	5.9	5.4	4.1	4.4	6.4	6.5	(*)	4.1
August 1986 to August 1987	6.0	8.0	4.8	4.7	4.5	6.2	6.7	3.7	5.2	5.5	5.8	8.6	(*)	4.2
August 1987 to August 1988	5.6	5.2	6.6	4.4	6.1	5.2	5.6	6.6	4.4	5.5	5.8	5.0	(*)	6.3
August 1988 to August 1989	5.4	5.0	7.7	2.8	4.8	(*)	4.6	8.1	3.0	5.1	5.5	5.2	(*)	4.8

See footnotes at end of tables.

Table A-6. Pay relationships in establishments with paired office clerical occupations, Boston, MA, August 1989

Occupation for which earnings are compared	Occupation for which average earnings equal 100																					
	Secretaries				Word processors		Key entry operators		Accounting clerks				Payroll clerks	File clerks		Messengers	Order clerks		Receptionists	Switchboard operators	Switchboard operator-receptionists
	I	II	III	IV	I	II	I	II	I	II	III	IV		I	II		I	II			
Secretaries I	**100**	90	79	68	99	87	121	101	118	111	95	84	90	141	126	124	109	96	107	108	114
Secretaries II	111	**100**	88	74	111	102	133	110	131	109	99	84	97	(*)	141	129	(*)	95	116	118	107
Secretaries III	126	116	**100**	84	124	115	153	117	145	124	111	93	101	(*)	142	150	(*)	109	135	135	117
Secretaries IV	146	135	119	**100**	136	128	165	144	160	140	126	109	116	(*)	163	168	147	130	158	154	124
Word processors I	101	90	81	74	**100**	83	114	101	(*)	(*)	89	(*)	(*)	134	112	118	(*)	(*)	109	105	95
Word processors II	114	98	87	78	120	**100**	131	116	(*)	116	100	94	107	(*)	133	133	(*)	(*)	110	119	131
Key entry operators I	83	75	75	60	87	76	**100**	87	107	92	83	(*)	88	(*)	(*)	109	(*)	89	(*)	91	97
Key entry operators II	99	91	85	69	99	86	115	**100**	(*)	102	97	99	86	(*)	119	131	(*)	93	112	104	105
Accounting clerks I	86	77	69	62	(*)	(*)	93	(*)	**100**	87	76	64	78	(*)	(*)	(*)	(*)	(*)	(*)	77	(*)
Accounting clerks II	90	82	81	71	(*)	86	108	98	115	**100**	87	79	93	(*)	(*)	126	(*)	79	101	107	96
Accounting clerks III	105	101	95	79	112	93	121	103	132	115	**100**	89	97	(*)	130	138	122	99	112	116	114
Accounting clerks IV	119	119	107	92	(*)	106	(*)	112	155	126	112	**100**	(*)	(*)	(*)	145	(*)	(*)	126	123	(*)
Payroll clerks	111	103	100	86	(*)	93	114	116	128	120	103	(*)	**100**	(*)	147	129	(*)	102	120	115	113
File clerks I	71	(*)	(*)	(*)	74	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	**100**	83	(*)	(*)	(*)	(*)	(*)	74
File clerks II	79	71	70	61	89	75	(*)	94	(*)	(*)	77	(*)	68	120	**100**	100	(*)	(*)	83	78	92
Messengers	80	77	67	59	85	75	92	76	(*)	78	73	69	78	(*)	100	**100**	(*)	(*)	87	84	(*)
Order clerks I	92	(*)	83	68	(*)	(*)	(*)	(*)	(*)	(*)	82	(*)	(*)	(*)	(*)	(*)	**100**	(*)	(*)	(*)	103
Order clerks II	105	105	92	77	(*)	(*)	112	107	(*)	127	101	(*)	98	(*)	(*)	(*)	(*)	**100**	127	127	121
Receptionists	93	86	74	63	92	91	(*)	90	(*)	99	89	79	83	(*)	121	115	(*)	79	**100**	108	(*)
Switchboard operators	92	85	74	65	95	84	110	96	130	94	86	81	87	(*)	128	119	(*)	78	92	**100**	92
Switchboard operator-receptionists	87	93	86	81	105	76	103	95	(*)	106	87	(*)	89	135	108	(*)	97	83	(*)	108	**100**

NOTE: This matrix table shows the average (mean) relationship of earnings in establishments between any two occupations compared. Earnings for an occupation in the table stub are expressed as a percent of the earnings for an occupation in the column heading at the point where the data lines for the two intersect. For example, reading across the Secretaries II row, the 111 in the Secretaries I column indicates that Secretaries II average 111 percent of (or 11 percent more than) the earnings of Secretaries I.

See appendix A for method of computation.

Also see footnotes at end of tables.

Table A-9. Pay relationships in establishments with paired professional and technical occupations, Boston, MA, August 1989

Occupation for which earnings are compared	Occupation for which average earnings equal 100																				
	Computer systems analysts				Computer programmers				Computer operators				Computer data librarians	Drafters				Electronics technicians			Registered industrial nurses
	I	II	III	IV	I	II	III	IV	I	II	III	IV		II	III	IV	V	I	II	III	
Computer systems analysts I	**100**	83	70	57	132	120	95	69	161	158	138	118	(*)	185	132	109	(*)	140	123	104	102
Computer systems analysts II	121	**100**	84	70	164	136	115	106	217	192	159	134	175	202	159	131	106	174	142	128	129
Computer systems analysts III	142	119	**100**	83	189	163	137	124	254	216	188	161	212	264	194	159	132	211	173	153	156
Computer systems analysts IV	174	143	121	**100**	234	201	170	146	304	272	244	204	316	(*)	225	202	(*)	244	209	180	198
Computer programmers I	76	61	53	43	**100**	83	73	65	136	123	102	76	108	135	101	93	65	(*)	95	84	86
Computer programmers II	83	74	61	50	120	**100**	84	73	158	140	113	98	130	162	130	105	80	136	115	102	103
Computer programmers III	105	87	73	59	138	118	**100**	86	185	164	136	106	154	168	141	116	81	154	120	108	110
Computer programmers IV	146	94	81	69	155	137	117	**100**	(*)	196	159	121	(*)	188	160	129	(*)	(*)	133	121	129
Computer operators I	55	46	39	33	73	64	54	(*)	**100**	86	75	(*)	80	(*)	86	68	(*)	79	69	65	70
Computer operators II	63	52	46	37	82	71	61	51	114	**100**	84	73	101	112	87	72	56	90	77	68	68
Computer operators III	72	62	53	41	96	89	74	63	133	119	**100**	84	121	137	105	84	67	106	92	80	83
Computer operators IV	84	75	62	49	132	102	85	83	(*)	138	119	**100**	144	(*)	130	96	82	129	106	90	107
Computer data librarians	(*)	57	47	32	93	77	65	(*)	125	96	83	69	**100**	(*)	95	70	(*)	90	85	68	72
Drafters II	51	50	38	(*)	74	62	60	53	(*)	89	73	(*)	(*)	**100**	83	66	53	92	77	65	66
Drafters III	76	63	52	44	99	77	71	63	117	115	95	77	106	121	**100**	80	66	110	94	79	81
Drafters IV	92	77	63	49	107	95	86	78	146	138	118	104	143	151	125	**100**	86	134	112	97	100
Drafters V	(*)	94	75	(*)	154	125	123	(*)	(*)	180	149	123	(*)	186	152	116	**100**	148	135	114	130
Electronics technicians I	71	57	47	41	(*)	73	65	(*)	126	111	94	77	111	109	91	74	57	**100**	82	72	77
Electronics technicians II	81	70	58	48	106	87	83	73	146	129	109	94	117	129	107	89	74	121	**100**	84	89
Electronics technicians III	97	78	65	56	118	98	92	83	154	151	125	111	146	153	127	103	88	139	119	**100**	105
Registered industrial nurses	98	78	64	51	116	97	91	78	167	146	121	93	138	147	123	100	77	130	112	95	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-10. Pay relationships in establishments with paired maintenance, toolroom, and powerplant occupations, Boston, MA, August 1989

Occupation for which earnings are compared	Occupation for which average earnings equal 100								
	Carpenters	Electricians	Painters	Machinists	Maintenance mechanics (machinery)	Pipefitters	Motor vehicle mechanics	Maintenance workers (general)	Tool and die makers
Maintenance carpenters	**100**	94	104	96	96	94	(*)	(*)	90
Maintenance electricians	107	**100**	116	104	104	100	108	126	97
Maintenance painters	96	86	**100**	89	(*)	89	(*)	127	85
Maintenance machinists	104	96	114	**100**	101	98	(*)	112	94
Maintenance mechanics (machinery)	104	96	(*)	99	**100**	(*)	100	(*)	90
Maintenance pipefitters	107	100	112	102	(*)	**100**	(*)	(*)	95
Motor vehicle mechanics	(*)	92	(*)	(*)	100	(*)	**100**	(*)	(*)
General maintenance workers	(*)	79	79	89	(*)	(*)	(*)	**100**	(*)
Tool and die makers	111	103	118	107	111	105	(*)	(*)	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-11. Pay relationships in establishments with paired material movement and custodial occupations, Boston, MA, August 1989

Occupation for which earnings are compared	Occupation for which average earnings equal 100												
	Truckdrivers			Shippers	Receivers	Shippers and receivers	Warehousemen	Shipping packers	Material handling laborers	Forklift operators	Guards		Janitors, porters, and cleaners
	Medium truck	Heavy truck	Tractor-trailer								I	II	
Truckdrivers, medium truck	**100**	(*)	(*)	(*)	(*)	104	(*)	(*)	(*)	(*)	113	(*)	127
Truckdrivers, heavy truck	(*)	**100**	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	116
Truckdrivers, tractor-trailer	(*)	(*)	**100**	(*)	102	133	(*)	139	(*)	115	(*)	(*)	143
Shippers	(*)	(*)	(*)	**100**	90	(*)	86	104	121	(*)	104	(*)	106
Receivers	(*)	(*)	96	111	**100**	(*)	(*)	(*)	108	100	102	(*)	131
Shippers and receivers	95	(*)	75	(*)	(*)	**100**	(*)	(*)	114	85	122	108	120
Warehousemen	(*)	(*)	81	116	(*)	(*)	**100**	111	111	101	101	96	(*)
Shipping packers	(*)	(*)	72	96	(*)	(*)	90	**100**	(*)	99	(*)	(*)	102
Material handling laborers	(*)	(*)	(*)	83	93	88	90	(*)	**100**	95	98	90	102
Forklift operators	(*)	(*)	87	(*)	100	117	99	101	105	**100**	(*)	(*)	106
Guards I	89	(*)	(*)	96	98	82	99	(*)	102	(*)	**100**	(*)	105
Guards II	(*)	(*)	(*)	(*)	(*)	92	104	(*)	112	(*)	(*)	**100**	107
Janitors, porters, and cleaners	78	86	70	95	76	84	(*)	98	98	94	95	94	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Boston, MA, August 1989

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2] Mean[3]	Median[3]	Middle range[4]	Number of workers receiving straight-time weekly earnings (in dollars) of — 200 and under 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 540	540 – 580	580 – 620	620 – 660	660 – 700	700 and over
Secretarial and keyboarding occupations																										
Secretaries	9,334	39.0	455.00	442.50	403.00– 501.00	–	–	2	1	15	69	194	421	680	822	1120	1050	1057	825	705	1123	651	257	202	75	65
Manufacturing	4,402	40.0	469.50	459.00	420.00– 512.50	–	–	–	–	2	10	39	105	243	285	412	474	638	466	374	670	339	125	151	27	36
Nonmanufacturing	4,932	38.5	442.00	422.50	388.00– 489.50	–	–	2	1	13	59	155	316	437	537	708	576	419	359	331	447	312	132	51	48	29
Transportation and utilities	194	39.5	567.50	566.00	519.00– 603.00	–	–	–	–	–	–	2	1	1	–	–	6	8	8	11	23	50	45	17	14	8
Secretaries I:																										
Manufacturing	133	40.0	380.00	374.00	350.50– 408.50	–	–	–	–	1	7	14	19	34	10	26	12	3	[illegible]	4	–	–	–	–	–	–
Secretaries II	1,838	38.5	397.50	391.50	366.00– 421.50	–	–	–	–	10	33	76	193	370	[illegible]46	322	130	219	39	24	56	1	–	–	–	–
Manufacturing	669	40.0	409.50	399.50	371.50– 458.00	–	–	–	–	1	2	22	51	130	130	79	34	156	18	15	30	1	–	–	–	–
Nonmanufacturing	1,169	37.5	390.50	386.00	365.00– 414.50	–	–	–	–	9	31	54	142	240	235	243	96	63	21	9	26	–	–	–	–	–
Secretaries III	4,609	39.5	449.00	442.00	413.00– 480.00	–	–	–	–	–	2	19	81	154	347	700	813	733	577	422	493	232	26	9	1	–
Manufacturing	2,622	40.0	458.00	452.00	423.50– 489.00	–	–	–	–	–	1	3	34	77	140	291	402	442	392	274	424	138	3	1	–	–
Nonmanufacturing	1,987	38.5	437.50	422.50	403.00– 461.00	–	–	–	–	–	1	16	47	77	207	409	411	291	185	148	69	94	23	8	1	–
Transportation and utilities	114	40.0	539.00	566.00	494.50– 586.00	–	–	–	–	–	–	1	1	1	–	–	5	4	8	10	14	48	15	6	1	–
Secretaries IV	2,026	39.0	517.50	514.00	472.50– 564.00	–	–	–	–	–	–	–	4	38	80	59	88	93	187	236	516	386	178	136	14	11
Manufacturing	789	40.0	540.50	540.00	498.00– 582.00	–	–	–	–	–	–	–	1	2	5	14	28	32	45	76	192	187	98	107	3	–
Nonmanufacturing	1,237	38.5	502.50	503.00	464.50– 546.00	–	–	–	–	–	–	–	3	36	75	45	62	61	141	160	324	199	80	29	11	11
Transportation and utilities	51	38.5	613.00	603.00	603.00– 637.50	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	2	30	10	3	3
Secretaries V:																										
Manufacturing	189	40.0	614.00	621.50	538.50– 688.00	–	–	–	–	–	–	–	–	–	–	2	–	5	7	5	30	13	24	43	24	* 36
Word processors	626	37.0	391.00	392.50	345.50– 429.50	–	–	–	5	12	14	110	64	75	118	57	50	56	20	18	16	11	–	–	–	–
Manufacturing	64	39.0	410.50	396.50	373.00– 458.00	–	–	–	2	–	2	1	5	8	16	5	–	10	14	1	–	–	–	–	–	–
Nonmanufacturing	562	37.0	389.00	386.50	343.50– 424.00	–	–	–	3	12	12	109	59	67	102	52	50	46	6	17	16	11	–	–	–	–
Word processors II	262	39.0	417.50	413.00	374.50– 458.00	–	–	–	–	2	8	17	18	31	45	20	43	22	20	9	16	11	–	–	–	–
Nonmanufacturing	214	37.5	415.00	408.00	370.00– 438.50	–	–	–	–	2	8	16	15	27	33	17	43	12	6	8	16	11	–	–	–	–
Key entry operators	496	38.5	350.00	325.00	298.00– 394.00	2	2	27	47	57	65	71	36	45	25	24	16	25	9	17	26	1	–	–	–	–
Manufacturing	100	40.0	376.50	387.00	322.00– 424.00	–	–	1	3	6	13	8	8	10	12	9	9	18	2	1	–	–	–	–	–	–
Nonmanufacturing	396	38.5	343.50	320.00	288.00– 372.50	2	2	26	44	51	53	63	28	35	13	15	7	7	7	16	26	1	–	–	–	–
Transportation and utilities	85	40.0	462.00	487.00	400.00– 502.00	–	–	–	–	–	–	1	–	4	6	13	6	5	7	16	26	1	–	–	–	–
Key entry operators I	261	38.5	332.00	319.50	280.00– 356.00	2	2	19	40	37	32	51	18	23	1	1	2	–	1	16	16	–	–	–	–	–
Nonmanufacturing	245	38.5	332.50	319.50	280.00– 356.00	2	2	18	38	33	31	47	16	22	1	1	1	–	1	16	16	–	–	–	–	–
Key entry operators II	229	39.0	371.00	370.50	314.50– 420.00	–	–	9	7	20	34	17	15	22	24	23	14	25	8	1	10	1	–	–	–	–
Manufacturing	84	40.0	388.00	396.00	350.50– 437.50	–	–	–	1	2	12	4	6	9	12	9	8	18	2	1	–	–	–	–	–	–
Nonmanufacturing	145	38.0	361.00	352.50	306.50– 400.00	–	–	8	6	18	22	13	9	13	12	14	6	7	6	–	10	1	–	–	–	–
Other clerical occupations																										
Accounting clerks	2,260	38.0	381.00	370.00	333.00– 430.00	1	38	47	85	98	191	178	329	229	205	201	196	142	70	114	67	63	6	1	1	–
Manufacturing	684	40.0	407.50	387.50	350.00– 451.00	–	–	–	5	12	35	78	74	100	78	67	42	26	28	24	57	58	–	–	–	–
Nonmanufacturing	1,576	37.5	369.50	361.00	317.00– 421.00	1	38	47	80	84	156	100	255	129	127	134	154	116	42	90	10	5	6	1	1	–
Transportation and utilities	45	40.0	475.00	494.50	411.00– 545.00	–	–	–	–	–	6	3	–	–	2	2	3	–	6	2	8	5	6	1	1	–
Accounting clerks I	93	38.0	281.00	279.50	257.00– 300.00	–	17	11	21	20	10	6	4	2	2	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	76	38.0	271.00	279.00	244.00– 290.00	–	17	11	18	18	6	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of tables.

Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Boston, MA, August 1989 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (straight-time)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[3]	Median[4]	Middle range[5]	200 and under 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 540	540 – 580	580 – 620	620 – 660	660 – 700	700 and over
Accounting clerks II	1,031	38.0	343.00	345.50	310.00– 365.00	1	21	36	57	61	153	123	257	97	85	46	40	10	38	1	5	–	–	–	–	–
Manufacturing	183	39.5	351.00	340.00	323.50– 367.00	–	–	–	2	8	24	58	36	18	13	7	5	9	5	–	–	–	–	–	–	–
Nonmanufacturing	848	37.5	341.00	345.50	306.00– 365.00	1	21	36	55	53	129	67	221	79	72	39	35	1	33	1	5	–	–	–	–	–
Accounting clerks III	712	39.0	393.50	392.00	362.50– 429.50	–	–	–	7	15	28	48	65	114	110	108	114	42	24	18	16	3	–	–	–	–
Manufacturing	338	40.0	397.50	389.00	364.00– 421.50	–	–	–	–	2	7	22	34	72	59	52	27	15	19	16	13	–	–	–	–	–
Nonmanufacturing	374	38.0	390.00	393.50	355.00– 432.00	–	–	–	7	13	21	26	31	42	51	56	87	27	5	2	3	3	–	–	–	–
Accounting clerks IV	424	37.5	473.50	467.00	430.00– 511.00	–	–	–	–	–	–	1	3	16	8	47	42	90	8	95	46	60	6	1	1	–
Manufacturing	146	38.5	510.50	538.00	485.50– 565.00	–	–	–	–	–	–	–	–	8	4	8	10	2	4	8	44	58	–	–	–	–
Payroll clerks	199	38.5	432.50	436.50	355.00– 500.00	–	–	1	9	1	9	18	16	13	17	6	10	7	9	5	48	24	4	–	–	–
Manufacturing	77	39.0	472.50	505.00	390.00– 542.50	–	–	–	–	–	2	4	4	5	5	2	5	6	3	2	16	19	4	–	–	–
Nonmanufacturing	122	38.5	407.50	381.50	336.00– 500.00	–	–	1	9	1	7	14	12	8	12	6	5	1	6	3	32	5	–	–	–	–
File clerks	336	37.0	270.00	265.00	258.00– 284.00	28	24	43	127	63	10	35	6	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	326	37.0	269.00	265.00	256.50– 284.00	28	24	43	127	54	9	35	6	–	–	–	–	–	–	–	–	–	–	–	–	–
File clerks II	152	36.5	273.00	272.50	226.00– 324.50	28	19	15	27	15	7	35	6	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	152	36.5	273.00	272.50	226.00– 324.50	28	19	15	27	15	7	35	6	–	–	–	–	–	–	–	–	–	–	–	–	–
Messengers	106	38.0	293.00	273.50	253.50– 321.00	–	16	22	23	13	5	4	7	2	1	5	7	1	–	–	–	–	–	–	–	–
Nonmanufacturing	67	38.0	272.50	260.50	244.00– 295.50	–	16	13	16	10	3	2	4	2	1	–	–	–	–	–	–	–	–	–	–	–
Order clerks:																										
Manufacturing	80	40.0	411.50	415.00	366.50– 442.50	–	–	–	–	–	–	4	9	13	10	9	13	10	5	3	2	2	–	–	–	–
Order clerks II	62	40.0	421.50	420.00	383.00– 442.50	–	–	–	–	–	–	1	4	10	7	8	13	7	5	3	2	2	–	–	–	–
Manufacturing	62	40.0	421.50	420.00	383.00– 442.50	–	–	–	–	–	–	1	4	10	7	8	13	7	5	3	2	2	–	–	–	–
Receptionists	176	39.0	348.00	337.00	312.00– 396.50	–	–	1	7	4	61	30	7	29	13	4	9	1	10	–	–	–	–	–	–	–
Manufacturing	67	40.0	365.00	364.00	311.50– 407.00	–	–	1	4	2	16	5	3	11	8	2	4	1	10	–	–	–	–	–	–	–
Nonmanufacturing	109	38.5	337.50	326.50	313.00– 366.50	–	–	–	3	2	45	25	4	18	5	2	5	–	–	–	–	–	–	–	–	–
Switchboard operators	276	39.0	333.50	322.00	295.00– 349.50	–	4	5	27	39	54	56	30	17	15	4	7	6	6	2	2	2	–	–	–	–
Manufacturing	84	40.0	361.50	344.50	315.00– 420.00	–	–	–	–	11	11	15	13	9	4	–	7	6	6	2	–	–	–	–	–	–
Nonmanufacturing	192	38.5	321.00	315.00	289.50– 339.00	–	4	5	27	28	43	41	17	8	11	4	–	–	–	–	2	2	–	–	–	–
Switchboard operator-receptionists	99	39.5	380.00	387.50	336.00– 441.50	6	–	–	4	3	2	14	14	7	1	4	5	34	3	–	–	2	–	–	–	–
Nonmanufacturing	64	40.0	389.00	434.50	340.00– 441.50	6	–	–	–	–	–	9	9	4	–	1	3	29	1	–	–	2	–	–	–	–

[1] Workers were distributed as follows: 22 at $760 to $740; 13 at $740 to $790; and 1 at $780 to $820.

Also see footnotes at end of tables.

Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Boston, MA, August 1989

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																					
			Mean[3]	Median[4]	Middle range[5]	Under 320	320 and under 360	360 – 400	400 – 440	440 – 480	480 – 520	520 – 560	560 – 600	600 – 640	640 – 680	680 – 720	720 – 760	760 – 800	800 – 840	840 – 880	880 – 920	920 – 960	960 – 1000	1000 – 1040	1040 – 1080	1080 and over
Computer systems analysts	4,521	39.0	777.50	776.50	673.00– 884.00	–	–	–	2	36	70	160	204	323	406	436	445	514	518	439	273	157	166	161	91	122
Manufacturing	2,366	40.0	772.50	767.00	650.00– 873.50	–	–	–	2	33	56	124	151	171	186	203	236	254	185	194	125	100	93	117	59	77
Nonmanufacturing	2,155	38.0	783.00	787.00	691.00– 845.50	–	–	–	–	3	14	36	53	152	220	233	209	260	331	245	148	57	73	44	32	45
Transportation and utilities	123	40.0	810.50	814.00	716.00– 905.50	–	–	–	–	–	–	2	3	1	16	10	8	11	22	9	20	8	8	5	–	–
Computer systems analysts I	748	39.5	596.50	595.00	541.50– 641.50	–	–	–	2	35	68	146	141	157	84	77	34	3	1	–	–	–	–	–	–	–
Nonmanufacturing	267	39.0	637.00	633.50	600.00– 708.00	–	–	–	–	2	12	26	25	80	31	61	26	3	1	–	–	–	–	–	–	–
Computer systems analysts II	1,987	38.5	739.50	740.00	673.00– 805.00	–	–	–	–	1	1	14	59	162	315	296	278	340	250	195	62	9	3	3	1	–
Manufacturing	832	40.0	723.00	720.00	668.00– 775.00	–	–	–	–	–	–	4	33	91	129	158	152	143	54	35	22	5	3	2	1	–
Nonmanufacturing	1,155	37.5	751.50	770.00	677.50– 814.50	–	–	–	–	1	1	10	26	71	186	138	124	197	196	160	40	4	–	1	–	–
Transportation and utilities	60	40.0	740.50	745.00	674.00– 798.00	–	–	–	–	–	–	–	2	–	15	10	8	11	10	2	2	–	–	–	–	–
Computer systems analysts III	1,393	39.0	860.50	849.00	796.00– 919.50	–	–	–	–	–	1	–	4	2	5	60	132	167	263	224	191	107	106	88	25	18
Manufacturing	812	39.5	870.00	859.00	799.50– 945.50	–	–	–	–	–	–	–	2	1	2	27	74	107	129	142	86	67	71	68	21	15
Nonmanufacturing	581	38.0	846.50	839.00	793.00– 902.50	–	–	–	–	–	1	–	2	1	3	33	58	60	134	82	105	40	35	20	4	3
Transportation and utilities	58	40.0	902.50	904.00	848.50– 949.00	–	–	–	–	–	–	–	–	–	–	–	–	–	12	7	18	6	8	5	–	–
Computer systems analysts IV	381	39.0	1030.00	1026.50	968.50–1088.00	–	–	–	–	–	–	–	–	–	–	1	1	–	2	20	20	41	57	70	65	* 104
Manufacturing	229	40.0	1028.00	1024.00	942.50–1088.00	–	–	–	–	–	–	–	–	–	–	–	–	–	2	17	17	28	19	47	37	62
Nonmanufacturing	152	37.0	1032.50	1032.00	979.00–1088.50	–	–	–	–	–	–	–	–	–	–	1	1	–	–	3	3	13	38	23	28	42
Computer programmers	1,460	38.0	604.50	606.00	526.50– 673.50	–	–	12	57	114	161	186	201	186	248	173	91	29	21	8	4	5	4	–	–	–
Manufacturing	426	40.0	640.50	637.50	558.50– 710.50	–	–	–	13	24	30	40	46	60	61	55	33	21	19	8	4	5	4	–	–	–
Nonmanufacturing	1,034	37.5	589.50	595.00	509.50– 666.00	–	–	12	44	90	131	126	152	106	187	118	58	8	2	–	–	–	–	–	–	–
Computer programmers I	172	37.5	460.00	453.50	422.50– 480.00	–	–	12	51	51	44	6	1	4	3	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	127	37.0	448.00	445.50	416.00– 480.00	–	–	12	39	39	35	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer programmers II	523	38.0	562.50	559.00	500.00– 623.00	–	–	–	6	62	105	90	109	68	58	12	10	2	1	–	–	–	–	–	–	–
Manufacturing	155	39.5	597.50	603.00	533.00– 644.00	–	–	–	1	12	19	22	21	33	23	11	10	2	1	–	–	–	–	–	–	–
Nonmanufacturing	368	37.5	548.00	537.50	492.50– 595.00	–	–	–	5	50	86	68	88	35	35	1	–	–	–	–	–	–	–	–	–	–
Computer programmers III	516	38.0	648.50	649.00	594.50– 708.50	–	–	–	–	1	12	68	89	87	132	96	62	9	6	4	3	3	1	–	–	–
Manufacturing	164	39.5	672.50	659.00	598.00– 726.00	–	–	–	–	–	2	14	27	22	28	29	16	9	6	4	3	3	1	–	–	–
Nonmanufacturing	412	37.5	639.00	643.00	593.00– 682.50	–	–	–	–	1	10	54	62	65	104	70	46	–	–	–	–	–	–	–	–	–
Computer programmers IV	178	38.0	722.00	703.50	672.00– 758.50	–	–	–	–	–	–	–	–	5	52	61	18	18	14	4	1	2	3	–	–	–
Computer operators	1,559	39.0	434.50	413.00	372.00– 480.00	88	209	385	309	170	146	73	57	47	24	17	28	3	–	–	–	–	–	–	–	–
Manufacturing	528	39.5	489.50	439.50	388.00– 548.50	7	47	116	95	70	35	37	41	35	17	14	14	–	–	–	–	–	–	–	–	–
Nonmanufacturing	1,031	38.5	417.00	400.50	365.00– 459.00	81	162	269	214	103	111	36	16	12	7	3	14	3	–	–	–	–	–	–	–	–
Transportation and utilities	30	40.0	670.50	726.50	623.50– 726.50	–	–	–	–	1	2	1	2	6	–	2	14	2	–	–	–	–	–	–	–	–
Computer operators I	117	39.0	330.00	326.50	317.00– 336.00	** 46	50	20	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	97	38.5	324.50	326.50	307.00– 336.00	43	42	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators II	603	38.5	386.00	374.50	356.00– 397.50	41	150	264	88	11	14	14	15	6	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	196	39.5	415.50	386.50	364.50– 433.00	3	39	77	29	8	9	13	15	5	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	407	38.5	371.50	374.00	353.50– 395.50	38	111	187	59	5	5	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators III	567	39.0	455.00	434.00	406.00– 473.50	–	9	100	215	113	38	33	25	31	7	2	4	–	–	–	–	–	–	–	–	–
Manufacturing	208	39.5	476.50	443.00	400.00– 559.00	–	–	30	60	43	14	12	18	25	6	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	359	38.5	442.50	422.50	405.00– 461.00	–	9	70	155	70	24	11	7	6	1	2	4	–	–	–	–	–	–	–	–	–
Computer operators IV	268	39.5	549.00	509.00	480.00– 603.50	–	–	–	3	49	94	36	17	10	17	15	24	3	–	–	–	–	–	–	–	–
Manufacturing	100	40.0	586.00	565.00	482.00– 685.50	–	–	–	3	21	12	12	8	5	11	14	14	–	–	–	–	–	–	–	–	–

See footnotes at end of tables

Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Boston, MA, August 1989 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[3]	Median[3]	Middle range[3]	Under 320	320 and under 360	360 – 400	400 – 440	440 – 480	480 – 520	520 – 560	560 – 600	600 – 640	640 – 680	680 – 720	720 – 760	760 – 800	800 – 840	840 – 880	880 – 920	920 – 960	960 – 1000	1000 – 1040	1040 – 1080	1080 and over
Drafters	592	40.0	612.50	593.00	498.00– 719.00	6	11	15	48	47	38	44	109	46	24	74	14	27	38	24	27	–	–	–	–	–
Manufacturing	525	40.0	620.00	596.00	509.50– 719.00	2	11	10	40	43	32	39	96	44	22	65	7	25	38	24	27	–	–	–	–	–
Nonmanufacturing	67	40.0	552.50	565.00	425.00– 600.00	4	–	5	8	4	6	5	13	2	2	9	7	2	–	–	–	–	–	–	–	–
Drafters III	102	40.0	463.00	442.50	421.50– 509.00	–	3	4	32	17	18	11	10	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	80	40.0	456.50	442.50	421.50– 491.50	–	3	6	28	15	16	9	3	–	–	–	–	–	–	–	–	–	–	–	–	–
Drafters IV	240	40.0	577.00	572.00	535.50– 621.50	–	–	–	12	21	16	31	85	29	7	26	6	5	–	–	–	–	–	–	–	–
Manufacturing	209	40.0	575.50	572.00	536.00– 610.00	–	–	–	8	21	14	28	79	27	5	17	5	5	–	–	–	–	–	–	–	–
Drafters V	219	40.0	753.00	763.00	685.50– 836.00	–	–	–	–	–	2	2	14	17	17	48	8	22	38	24	27	–	–	–	–	–
Manufacturing	211	40.0	754.00	763.00	681.00– 837.00	–	–	–	–	–	2	2	14	17	17	48	2	20	38	24	27	–	–	–	–	–
Electronics technicians	1,683	40.0	510.50	502.00	433.00– 575.00	8	53	171	219	250	233	250	156	179	72	30	25	17	20	–	–	–	–	–	–	–
Manufacturing	1,599	40.0	511.50	502.00	434.00– 576.00	8	52	158	209	239	220	229	150	173	69	30	25	17	20	–	–	–	–	–	–	–
Electronics technicians I	377	40.0	409.00	400.00	375.00– 440.00	8	48	117	100	60	34	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	354	40.0	410.00	405.00	375.00– 441.00	8	47	104	95	59	31	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Electronics technicians II	623	40.0	488.00	483.00	436.00– 536.00	–	5	54	106	133	117	119	51	27	9	1	1	–	–	–	–	–	–	–	–	–	–
Manufacturing	569	40.0	485.00	480.00	433.00– 531.00	–	5	54	101	123	107	99	46	25	7	1	1	–	–	–	–	–	–	–	–	–	–
Electronics technicians III	683	40.0	587.00	584.00	526.50– 630.00	–	–	–	13	57	82	121	105	152	63	29	24	17	20	–	–	–	–	–	–	–
Manufacturing	676	40.0	586.50	581.50	526.00– 630.00	–	–	–	13	57	82	120	104	148	62	29	24	17	20	–	–	–	–	–	–	–
Registered industrial nurses	94	39.5	574.00	580.00	536.50– 611.50	–	–	–	4	5	9	15	18	32	9	–	2	–	–	–	–	–	–	–	–	–
Manufacturing	76	40.0	566.00	574.50	537.50– 602.50	–	–	–	4	4	7	12	17	24	8	–	2	–	–	–	–	–	–	–	–	–

[1] Workers were distributed as follows: 45 at $1,080 to $1,120; 29 at $1,120 to $1,160; 12 at $1,160 to $1,200; 10 at $1,200 to $1,240; and 14 at $1,240 and over.

[2] Workers were distributed as follows: 3 at $240 to $280; and 43 at $280 to $320.

Also see footnotes at end of tables.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Boston, MA, August 1989

Sex,[4] occupation, and industry division	Number of workers	Average (mean[5])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[2]
Office occupations - women			
Secretaries	8,943	39.0	456.50
Manufacturing	4,205	40.0	470.50
Nonmanufacturing	4,738	38.5	444.00
Transportation and utilities	194	39.5	567.50
Secretaries I:			
Manufacturing	131	40.0	380.50
Secretaries II	1,782	38.5	398.00
Manufacturing	652	40.0	410.50
Nonmanufacturing	1,130	37.5	390.50
Secretaries III	4,504	39.5	460.00
Manufacturing	2,542	40.0	459.00
Nonmanufacturing	1,962	38.5	438.00
Transportation and utilities	114	40.0	539.00
Secretaries IV	1,921	39.0	520.50
Manufacturing	714	39.5	547.50
Nonmanufacturing	1,207	38.5	504.50
Transportation and utilities	51	38.5	613.00
Secretaries V:			
Manufacturing	186	40.0	619.00
Word processors	604	37.5	391.50
Manufacturing	63	39.0	411.00
Nonmanufacturing	541	37.0	389.50
Word processors II	246	38.0	419.00
Nonmanufacturing	199	37.5	416.50
Key entry operators	444	38.5	354.00
Manufacturing	92	40.0	379.50
Nonmanufacturing	352	38.5	347.00
Transportation and utilities	81	40.0	465.00
Key entry operators I	226	39.0	336.50
Nonmanufacturing	211	38.5	338.00
Key entry operators II	215	38.5	371.50
Manufacturing	77	40.0	391.00
Nonmanufacturing	138	38.0	361.00
Accounting clerks	1,975	38.0	380.50
Manufacturing	552	39.5	407.50
Nonmanufacturing	1,423	37.5	370.00
Transportation and utilities	38	40.0	464.50
Accounting clerks I	75	38.0	282.50
Nonmanufacturing	59	38.0	270.00
Accounting clerks II	909	38.0	340.50
Manufacturing	134	39.5	351.00
Nonmanufacturing	775	37.5	338.50
Accounting clerks III	598	39.0	395.00
Manufacturing	278	40.0	396.00
Nonmanufacturing	320	38.0	394.00
Accounting clerks IV	390	37.5	470.50
Manufacturing	124	39.5	504.50
Payroll clerks	192	38.5	434.00
Manufacturing	77	39.0	472.50
Nonmanufacturing	115	38.0	408.50
Messengers	55	38.5	298.00
Receptionists	157	39.0	351.50
Manufacturing	55	40.0	372.50
Nonmanufacturing	102	38.5	340.00
Switchboard operators	247	39.0	336.00
Manufacturing	76	40.0	366.00
Nonmanufacturing	171	38.5	322.50
Switchboard operator-receptionists	99	39.5	380.00
Nonmanufacturing	64	40.0	389.00
Professional and technical occupations - men			
Computer systems analysts	2,669	39.0	800.00
Manufacturing	1,426	40.0	800.50
Nonmanufacturing	1,243	38.0	800.00
Transportation and utilities	72	40.0	829.00
Computer systems analysts I	386	40.0	611.50
Nonmanufacturing	159	39.5	651.00
Computer systems analysts II	1,096	38.5	746.00
Manufacturing	456	40.0	722.50
Nonmanufacturing	640	37.5	762.50
Transportation and utilities	39	40.0	741.50
Computer systems analysts III	894	39.0	876.00
Manufacturing	559	39.5	881.00
Nonmanufacturing	335	38.0	867.50
Transportation and utilities	33	40.0	932.50
Computer systems analysts IV	289	39.0	1025.00
Manufacturing	180	40.0	1022.00
Nonmanufacturing	109	37.5	1030.50
Computer programmers	690	38.0	611.00
Nonmanufacturing	499	37.5	598.50
Computer programmers I	93	38.0	451.50
Computer programmers II	269	38.5	587.00
Manufacturing	89	39.5	603.00
Nonmanufacturing	180	37.5	549.00
Computer programmers III:			
Nonmanufacturing	207	37.5	644.00
Computer operators	1,216	39.0	435.50
Manufacturing	326	39.5	487.50
Nonmanufacturing	890	38.5	416.50
Computer operators I	100	39.0	328.50
Nonmanufacturing	87	39.0	325.50
Computer operators II	448	38.5	379.50
Manufacturing	97	39.5	409.50
Nonmanufacturing	351	38.0	371.00
Computer operators III	423	39.0	455.00
Manufacturing	127	39.5	494.00
Nonmanufacturing	296	38.5	442.50
Computer operators IV	244	39.5	550.00
Manufacturing	88	40.0	599.50
Drafters	479	40.0	634.00
Manufacturing	419	40.0	645.50
Nonmanufacturing	60	40.0	553.50
Drafters III	67	40.0	461.00
Drafters IV	181	40.0	577.50
Manufacturing	152	40.0	575.00
Drafters V	215	40.0	755.50
Manufacturing	207	40.0	756.50
Electronics technicians	1,390	40.0	520.50
Manufacturing	1,312	40.0	521.50
Electronics technicians I	304	40.0	411.00
Manufacturing	282	40.0	412.00
Electronics technicians II	485	40.0	496.50
Manufacturing	436	40.0	493.00
Electronics technicians III	601	40.0	595.00
Manufacturing	594	40.0	595.00
Professional and technical occupations - women			
Computer systems analysts	1,099	38.5	742.50
Manufacturing	809	40.0	723.00
Nonmanufacturing	890	37.5	760.50
Transportation and utilities	51	40.0	784.00
Computer systems analysts I	329	39.5	581.50
Nonmanufacturing	108	39.0	617.00
Computer systems analysts II	818	38.5	729.50
Manufacturing	315	40.0	713.00
Nonmanufacturing	503	37.5	740.00
Computer systems analysts III	452	39.0	828.00
Manufacturing	223	40.0	836.50
Nonmanufacturing	229	38.0	820.00
Transportation and utilities	25	40.0	862.50

See footnotes at end of tables.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Boston, MA, August 1989 — Continued

Sex,[4] occupation, and industry division	Number of workers	Average (mean[2])	
		Weekly hours[3] (standard)	Weekly earnings (in dollars)[3]
Computer systems analysts IV	85	38.5	1031.50
Computer programmers	646	37.5	584.50
Nonmanufacturing	529	37.0	581.50
Computer programmers I	107	37.5	464.50
Nonmanufacturing	85	37.0	457.50
Computer programmers II	252	38.0	558.00
Manufacturing	66	39.5	589.00
Nonmanufacturing	186	37.0	547.00
Computer programmers III:			
Nonmanufacturing	203	37.0	635.00
Computer operators	313	39.0	436.00
Manufacturing	177	39.5	449.50
Nonmanufacturing	141	38.5	418.50
Computer operators II	136	39.5	411.00
Nonmanufacturing	56	39.0	374.50
Computer operators III	136	39.0	457.00
Manufacturing	73	39.5	470.00
Nonmanufacturing	63	38.0	442.50

See footnotes at end of tables.

Table A-15. Hourly earnings of maintenance, toolroom, and powerplant workers in establishments employing 500 workers or more in Boston, MA, August 1989

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean[2]	Median[2]	Middle range[3]	Under 8.50	8.50 and under 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 15.50	15.50 – 16.00	16.00 – 16.50	16.50 – 17.00	17.00 – 17.50	17.50 – 18.00	18.00 – 18.50	18.50 – 19.00	19.00 and over
Maintenance carpenters	247	14.14	14.13	12.96–15.61	–	–	–	1	2	2	4	9	13	35	42	3	40	8	19	61	–	–	2	6	–	2	1
Manufacturing	139	14.34	14.25	13.22–15.61	–	–	–	1	1	–	3	1	1	17	25	1	21	7	–	61	–	–	–	–	–	–	–
Maintenance electricians	633	15.22	14.82	13.94–17.34	–	–	–	–	1	–	3	9	5	51	58	34	130	105	9	28	10	8	137	8	2	–	35
Manufacturing	467	15.28	14.82	14.13–17.34	–	–	–	–	1	–	2	3	5	23	19	12	123	101	7	28	4	–	132	–	–	–	9
Nonmanufacturing	166	15.05	13.94	13.13–16.71	–	–	–	–	–	–	1	6	–	28	39	22	7	4	2	2	6	8	5	8	2	–	* 26
Maintenance painters	138	13.75	13.66	11.80–14.94	–	–	1	5	10	6	7	7	5	19	7	6	–	34	–	–	12	3	18	–	–	–	–
Manufacturing	69	13.54	13.45	12.84–14.94	–	–	–	–	4	–	5	–	5	16	5	3	–	31	–	–	–	–	–	–	–	–	–
Nonmanufacturing	69	13.95	13.79	10.97–15.96	–	–	1	5	6	6	2	7	–	3	2	3	–	3	–	–	12	3	18	–	–	–	–
Maintenance machinists	347	13.64	13.46	13.04–14.01	–	–	–	–	1	6	4	9	4	61	103	11	88	35	10	–	–	15	–	–	–	–	–
Manufacturing	287	13.87	14.01	13.18–14.01	–	–	–	–	1	–	4	3	4	13	103	11	88	35	10	–	–	15	–	–	–	–	–
Maintenance mechanics (machinery)	498	13.81	14.13	13.15–14.82	–	–	2	6	3	6	18	11	34	31	45	33	134	161	2	2	8	–	–	–	–	–	–
Manufacturing	481	13.77	14.13	13.15–14.82	–	–	2	6	3	6	17	10	32	31	44	33	134	161	–	–	–	–	–	–	–	–	–
Maintenance pipefitters	120	14.71	14.36	14.36–14.82	–	–	–	–	–	–	–	–	4	–	8	2	50	36	–	–	1	17	–	–	–	–	–
Manufacturing	119	14.72	14.36	14.36–14.82	–	–	–	–	–	–	–	–	4	–	8	1	50	36	–	–	1	17	–	–	–	–	–
Motor vehicle mechanics	306	15.60	16.23	14.20–17.05	–	–	–	–	1	9	–	9	2	10	10	15	60	24	9	–	39	29	53	–	2	6	28
Nonmanufacturing	282	15.75	16.23	14.20–17.14	–	–	–	–	1	9	–	9	1	10	10	–	52	24	9	–	39	29	53	–	2	6	28
Transportation and utilities	203	16.58	16.78	14.65–17.14	–	–	–	–	–	–	–	–	–	–	1	–	48	6	–	–	39	29	44	–	2	6	* * 28
General maintenance workers	305	10.32	10.08	9.00–11.50	# 31	18	47	30	31	54	9	37	28	20	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	78	10.49	10.50	9.83–11.19	–	5	8	16	9	18	7	6	7	2	–	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	227	10.26	10.00	9.00–11.79	31	13	39	14	22	36	2	31	21	18	–	–	–	–	–	–	–	–	–	–	–	–	–
Tool and die makers	250	15.89	15.90	15.09–17.34	–	–	–	–	–	–	4	1	5	5	9	2	3	18	64	15	18	5	101	–	–	–	–
Manufacturing	250	15.89	15.90	15.09–17.34	–	–	–	–	–	–	4	1	5	5	9	2	3	18	64	15	18	5	101	–	–	–	–

* Workers were distributed as follows: 6 at $19.00 to $19.50; and 20 at $20.00 to $20.50.
* * All workers were at $20.00 to $20.50.
Workers were distributed as follows: 1 at $7.50 to $8.00; and 30 at $8.00 to $8.50.
Also see footnotes at end of tables.

Table A-16. Hourly earnings of material movement and custodial workers in establishments employing 500 workers or more in Boston, MA, August 1989

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean[2]	Median[2]	Middle range[3]	Under 6.00	6.00 and under 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 15.50	15.50 – 16.00	16.00 – 16.50	16.50 and over
Truckdrivers:																										
Manufacturing	263	12.40	12.95	11.25–13.93	–	–	–	2	5	1	7	9	7	17	11	13	32	20	8	22	98	1	–	–	–	10	–
Truckdrivers, tractor-trailer	249	14.69	14.25	13.82–16.55	–	–	–	–	–	–	–	–	–	2	2	5	4	11	8	21	46	50	–	–	–	10	* 89
Manufacturing	98	13.56	13.82	13.45–13.85	–	–	–	–	–	–	–	–	–	2	2	2	4	5	5	21	46	1	–	–	–	10	–
Shippers	59	9.09	8.93	8.08– 9.60	–	–	2	2	8	10	8	14	4	5	2	1	–	–	–	1	1	1	–	–	–	–	–
Manufacturing	58	9.09	8.93	8.08– 9.60	–	–	2	2	8	10	8	13	4	5	2	1	–	–	–	1	1	1	–	–	–	–	–
Receivers	192	11.92	13.21	10.10–13.28	–	–	–	10	5	15	6	7	4	8	2	6	1	7	–	106	–	–	–	9	5	–	1
Nonmanufacturing	154	12.44	13.21	13.03–13.28	–	–	–	9	1	10	2	2	–	4	1	3	1	1	–	105	–	–	–	9	5	–	1
Shippers and receivers	136	10.66	10.86	9.58–11.96	1	2	1	–	–	–	9	17	20	10	12	4	27	31	1	–	–	1	–	–	–	–	–
Manufacturing	124	10.78	10.86	9.62–12.01	–	–	–	–	–	–	9	17	17	10	11	3	26	30	1	–	–	–	–	–	–	–	–
Warehousemen:																											
Manufacturing	240	10.12	9.63	9.32–11.95	–	–	3	3	9	18	12	28	57	16	9	2	65	1	7	–	–	–	–	–	–	–	–
Nonmanufacturing:																											
Transportation and utilities	68	15.17	15.67	14.03–16.46	–	–	–	–	–	–	–	–	–	–	–	–	–	5	3	8	–	2	2	1	21	9	* * 17
Shipping packers	153	9.24	8.06	7.62–11.38	–	–	10	20	46	8	–	4	–	4	–	29	32	–	–	–	–	–	–	–	–	–	–
Manufacturing	153	9.24	8.06	7.62–11.38	–	–	10	20	46	8	–	4	–	4	–	29	32	–	–	–	–	–	–	–	–	–	–
Material handling laborers	101	9.30	8.73	8.00–11.38	1	2	–	9	13	15	16	5	4	2	–	32	–	–	–	–	–	1	–	–	–	–	–
Manufacturing	91	9.36	8.75	8.02–11.39	–	–	–	9	12	14	16	5	3	1	–	31	–	–	–	–	–	1	–	–	–	–	–
Forklift operators	122	11.19	11.11	9.80–13.28	–	–	–	–	6	4	4	2	18	19	4	5	23	–	–	20	17	–	–	–	–	–	–
Manufacturing	122	11.19	11.11	9.80–13.28	–	–	–	–	6	4	4	2	18	19	4	5	23	–	–	20	17	–	–	–	–	–	–
Guards	1,353	8.85	8.46	7.50–10.15	1	151	95	84	211	141	145	103	64	36	39	31	206	7	16	10	8	1	–	1	3	–	–
Manufacturing	470	10.26	10.43	8.75–11.86	–	–	–	9	33	43	52	48	30	21	16	18	197	2	1	–	–	–	–	–	–	–	–
Nonmanufacturing	883	8.10	7.98	6.75– 8.75	1	151	95	75	178	98	93	55	34	15	23	13	9	5	15	10	8	1	–	1	3	–	–
Guards I	1,166	8.66	8.00	7.10– 9.92	1	150	95	84	207	128	113	56	46	18	30	25	188	4	10	8	3	–	–	–	–	–	–
Manufacturing	352	10.50	11.88	8.83–11.88	–	–	–	9	29	31	24	22	18	9	11	14	183	2	–	–	–	–	–	–	–	–	–
Nonmanufacturing	814	7.87	7.50	6.72– 8.50	1	150	95	75	178	97	89	34	28	9	19	11	5	2	10	8	3	–	–	–	–	–	–
Guards II	187	10.02	9.47	9.89–10.95	–	1	–	–	4	13	32	47	18	18	9	6	18	3	0	2	5	1	–	1	3	–	–
Janitors, porters, and cleaners	8,678	6.83	6.35	6.35– 6.60	6	6202	1195	183	147	108	101	142	94	55	104	274	9	9	14	32	3	–	–	–	–	–	–
Manufacturing	719	9.90	10.74	8.58–11.39	–	6	35	66	37	19	50	54	57	15	98	265	–	–	13	1	1	–	–	–	–	–	–

* All workers were at $16.50 to $17.00.
* * All workers were at $16.50 to $17.00.
Also see footnotes at end of tables.

Table A-17. Average hourly earnings of maintenance, toolroom, powerplant, material movement and custodial workers by sex in establishments employing 500 workers or more in Boston, MA, August 1989

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2]) hourly earnings (in dollars)[3]
Maintenance, toolroom, and powerplant occupations – men		
Maintenance carpenters	244	14.16
Manufacturing	137	14.36
Maintenance electricians	626	15.23
Manufacturing	465	15.28
Nonmanufacturing	161	15.09
Maintenance painters	133	13.79
Manufacturing	67	13.50
Nonmanufacturing	66	14.07
Maintenance machinists	344	13.63
Manufacturing	284	13.87
Maintenance mechanics (machinery)	493	13.82
Manufacturing	478	13.77
Maintenance pipefitters	120	14.71
Manufacturing	119	14.72
Motor vehicle mechanics	306	15.60
Nonmanufacturing	282	15.75
Transportation and utilities	203	16.58
General maintenance workers	304	10.32
Manufacturing	77	10.51
Nonmanufacturing	227	10.26
Tool and die makers	250	15.89
Manufacturing	250	15.89
Material movement and custodial occupations – men		
Truckdrivers:		
Manufacturing	247	12.45
Truckdrivers, tractor-trailer:		
Manufacturing	93	13.61
Receivers	183	12.05
Nonmanufacturing	159	12.46
Shippers and receivers	112	10.65
Manufacturing	111	10.63
Warehousemen:		
Manufacturing	180	10.02
Nonmanufacturing:		
Transportation and utilities	63	15.16
Shipping packers	100	8.86
Manufacturing	100	8.86
Material handling laborers	73	9.55
Manufacturing	71	9.59
Forklift operators	100	11.42
Manufacturing	100	11.42
Guards	1,211	8.87
Manufacturing	428	10.29
Nonmanufacturing	783	8.10
Guards I	1,046	8.58
Manufacturing	326	10.50
Nonmanufacturing	720	7.85
Guards II	165	10.11
Janitors, porters, and cleaners:		
Manufacturing	633	9.88
Material movement and custodial occupations – women		
Warehousemen	89	11.21
Manufacturing	90	10.44
Guards	135	8.71
Nonmanufacturing	93	8.15
Guards I	115	8.58
Nonmanufacturing	89	8.05
Janitors, porters, and cleaners:		
Manufacturing	86	10.05

See footnotes at end of tables.

Footnotes

Some of these standard footnotes may not apply to this bulletin.

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses, and incentive payments, however, are included.

[3] The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[4] Earnings data relate only to workers whose sex identification was provided by the establishment.

[5] Estimates for periods ending prior to 1976 relate to men only for skilled maintenance and unskilled plant workers. All other estimates relate to men and women.

[6] Data do not meet publication criteria or data not available.

Appendix A. Scope and Method of Survey

In January 1987, the Bureau began to phase in a new 90-area program to replace the 70-area program that had produced annual surveys since July 1974. When the new plan is fully implemented in 1990, 32 of the areas will be surveyed annually, and two groups of 29 areas will be surveyed in alternate years. (For a full discussion of the change, see Laura Scofea, "BLS Area Wage Surveys Will Cover More Areas," *Monthly Labor Review*, June 1986, pp. 19-23.)

In each area surveyed,[1] the Bureau obtains wages and related benefits data from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Government operations and the construction and extractive industries are excluded. Small establishments—generally those with fewer than 50 employees—are excluded because they have few incumbents in the occupations studied. Appendix table 1 shows the number of establishments and workers estimated to be within the scope of this survey, as well as the number actually studied.

In the 32 areas surveyed annually, Bureau field representatives obtain data by personal visits at 4-year intervals. In intervening years, only information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In the two groups of 29 areas that are surveyed in alternate years, Bureau field representatives obtain data for a given area by personal visits if the previous data for the area were obtained primarily by mail and telephone. Thus, in a 4-year period, an area that was surveyed by personal visit the first year will have no survey in the second, a mail and telephone survey in the third, and none in the fourth. As with annual surveys, information on establishment practices and employee benefits is presented only for surveys conducted by personal visits; when information is collected primarily by mail and telephone, only information on employment and earnings is presented.

A sample of the establishments in the scope of the survey is selected for study prior to each personal visit survey. This sample, minus establishments which go out of business or are no longer within the industrial scope of the survey, is retained until the next personal visit survey is conducted. In most cases, establishments new to the area are not considered in the scope of the survey until the selection of a sample for a personal visit survey.

The sampling procedures involve detailed stratification by industry and number of employees of all establishments within the scope of a survey. From this stratified universe, a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of 4 to represent itself plus three others. If data are not available for an establishment originally selected, the weights of other similar establishments are increased to account for the missing unit.

Occupations and earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance, toolroom, and powerplant; and (4) material movement and custodial. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual*.

Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within the scope of the survey, are not presented in the A-series tables because either (1) data were insufficient to provide meaningful statistical results, or (2) there is a possibility of disclosure of individual establishment data. Earnings data not shown separately for industry divisions are included in data for all industries combined.

Separate data for men's and women's earnings or earnings by occupational level are not presented when a significant number of workers are not identified by sex or level. In such cases, workers are only included for both sexes combined or for the overall level.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and

aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses, and incentive payments, however, are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar. Some A-series tables provide distributions of workers by earnings; changes in the size of earnings intervals are indicated by heavy vertical lines.

These surveys measure the level of occupational earnings in an area at a particular time. Changes in an occupational average over time reflect, in addition to earnings changes, factors such as changes in proportions of workers employed by high- or low-wage firms, or high-wage workers advancing to better jobs and being replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increased wages since the last survey. Changes in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than are earnings changes for individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges (only the rates paid incumbents are collected) and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

Indexes in table A-7 measure wages at a given time expressed as a percent of wages during the base period. Subtracting 100 from the index yields the percent change in wages from the base period to the date of the index. The percent increases in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. These computations are based on the assumption that wages increased at a constant rate between surveys.

The indexes and percent increases are based on changes in average hourly earnings of men and women in establishments reporting the jobs listed below in both the current and previous year (matched establishments). The data are adjusted to remove the effect on average earnings of employment shifts among establishments and turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees may enter at the bottom of the range, depressing the average without a change in wage rates.

Occupations used to compute wage trends are:

Office clerical

- Secretaries
- Stenographers I and II
- Typists I and II
- Key entry operators I and II
- Accounting clerks I, II, III, and IV
- Payroll clerks
- File clerks I, II, and III
- Messengers
- Order clerks I and II
- Switchboard operators

Electronic data processing

- Computer systems analysts I, II, III, and IV
- Computer programmers I, II, III, and IV
- Computer operators I, II, III, and IV

Industrial nurses

- Registered industrial nurses

Skilled maintenance

- Carpenters
- Electricians
- Painters
- Machinists
- Mechanics (machinery)
- Pipefitters
- Motor vehicle mechanics
- Tool and die makers

Unskilled plant

- Janitors, porters, and cleaners
- Material handling laborers

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportion of employment in the occupational group in the earlier of the 2 years being compared. If for example, 1,000 workers were reported in the skilled maintenance group in the earlier year and 200 of these workers were painters, the weight assigned to painters would be 0.20. Using a constant employment weight dampens the effects of employment shifts on wage change measures.
2. Average earnings are computed for each occupation for the 2 years being compared. Earnings are used only from matched establishments; that is, establishments that are in the survey both years.
3. Group averages are computed by multiplying the weight of each occupation (step 1) by the occupation's average earnings for each year (step 2). The products are totaled to obtain group averages.

4. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

Pay relationships in establishments

Tables A-8 through A-11 compare average pay of occupations in individual establishments. These comparisons, expressed as pay relatives (pay for one of the occupations equals 100), differ from comparisons of overall survey averages, such as those shown in tables A-1 through A-6. The latter reflect differences in contributions to the survey averages by establishments with disparate pay levels; the pay relative comparisons are not affected by such differences. The following procedures are used to compute relatives in tables A-8 through A-11:

1. Establishments employing workers in both of the paired occupations were identified.

2. Pay levels (averages) for the two occupations were weighted by the combined employment of both jobs to reflect each establishment's contribution to the totals used in this comparison.

3. The weighted pay levels of the two jobs were summed separately; each total was divided by the other and the quotients multiplied by 100 to produce the two pay relatives shown for each job pairing.

Establishment practices and employee benefits

Tabulations on selected establishment practices and employee benefits (B-series tables) are not presented in this bulletin. In this area, information for these tabulations is collected at 4-year intervals. These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; insurance, health, and retirement plans; and other selected benefits are presented (in the B-series tables) in a previous bulletin for this area.

[1] The Bureau also conducts more limited area studies in over 100 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Appendix table 1. Establishments and workers within scope of survey and number studied in Boston, MA,[1] August 1989

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments		
		Within scope of survey[3]	Studied	Within scope of survey[3]		Studied
				Number	Percent	
All establishments						
All divisions	-	2,076	276	608,238	100	248,518
Manufacturing	100	577	79	202,877	33	93,968
Nonmanufacturing	-	1,499	197	405,361	67	154,550
Transportation, communication, and other public utilities[4]	100	74	25	42,418	7	30,541
Wholesale trade[4]	50	217	19	25,578	4	4,718
Retail trade[4]	100	257	32	100,749	17	45,263
Finance, insurance, and real estate[4]	50	344	34	103,865	17	41,979
Services[4,5]	50	607	87	132,751	22	32,049
Large establishments						
All divisions	-	232	92	352,773	100	219,054
Manufacturing	500	65	37	120,322	34	85,201
Nonmanufacturing	-	167	55	232,451	66	133,853
Transportation, communication, and other public utilities[4]	500	13	10	39,071	9	27,816
Wholesale trade[4]	500	15	3	13,055	4	3,323
Retail trade[4]	500	39	13	66,588	19	41,833
Finance, insurance, and real estate[4]	500	45	11	62,701	18	38,292
Services[4,5]	500	55	18	57,036	16	22,489

[1] The Boston, MA Primary Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Suffolk County, 3 communities in Bristol County, 4 in Essex County, 44 in Middlesex County, 26 in Norfolk County, 16 in Plymouth County, and 9 in Worcester County. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The *Standard Industrial Classification Manual* was used in classifying establishments by industry. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

[5] Abbreviated to "transportation and utilities" in the A-series tables. Taxicabs and services incidental to water transportation are excluded. Boston's transit system is municipally operated and is excluded by definition from the scope of the survey.

[6] Separate data for this division are not presented in the A-series tables, but the division is represented in the "all industries" and "nonmanufacturing" estimates.

[7] Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits grouping of occupational wage rates representing comparable job content. Because of this emphasis on comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives are instructed to exclude working supervisors; apprentices; and part-time, temporary, and probationary workers. Handicapped workers whose earnings are reduced because of their handicap are also excluded. Learners, beginners, and trainees, unless specifically included in the job description, are excluded.

The titles and numerical codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. The BLS occupation, "Registered Industrial Nurse," for example, is limited to workers providing medical assistance and other related services (e.g., health education) to persons who are ill or become ill or suffer an injury in a factory or other establishment. The SOC occupation (code 29) includes a variety of registered nurses (e.g., school nurse, head nurse, general duty nurse, private duty nurse) that are excluded from the BLS description.

Thus, in comparing the results of this survey with other sources, factors such as differences in occupational definitions and survey scope should be taken into consideration.

Office

SECRETARY

(4622: Secretary)

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently, receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

Exclusions. Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in c;
b. Stenographers not fully performing secretarial duties;
c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;
d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting, or legal work;
e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;
f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;
g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below;
h. Trainees.

Classification by level. Secretary jobs which meet the required characteristics are matched at one of five levels according to two factors: (a) Level of the secretary's supervisor within the overall organizational structure, and (b) level of the secretary's responsibility. The table following the explanations of these factors indicates the level of the secretary for each combination of factors.

Level of Secretary's Supervisor (LS)

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

LS-1

Organizational structure is not complex and internal procedures and administrative controls are simple and informal; supervisor directs staff through face-to-face meetings.

LS-2

Organizational structure is complex and is divided into subordinate groups that usually differ from each other as to subject matter, function, etc.; supervisor usually directs staff through intermediate supervisors; internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LS-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work, is placed in LS-1.

In smaller organizations or industries such as retail trade, with relatively few organizational levels, the supervisor may have an impact on the policies and major programs of the entire organization, and may deal with important outside contacts, as described in LS-3.

LS-3

Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually interlocked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive typically has: Financial decisionmaking authority for assigned program(s); considerable impact on the entire organization's financial position or image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

Level of Secretary's Responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at the level best describing their level of responsibility. When a position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level should be used to determine which of the levels best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

LR-1

Carries out recurring office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new assignments and checks completed work for accuracy. Performs varied duties including or comparable to the following:

a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters;
b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms;
c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format;
d. Maintains recurring internal reports, such as: Time and leave records, office equipment listings, correspondence controls, training plans, etc.;
e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

LR-2

Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff member, or other offices. May prepare and sign routine, nontechnical correspondence in own or supervisor's name;
b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings;
c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assures that proper clearances have been obtained, when needed;
d. Collects information from the files or staff for routine inquiries on office program(s) or periodic reports. Refers nonroutine requests to supervisor or staff;
e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing

LR-3

Uses greater judgment and initiative to determine the approach or action to take in nonroutine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval;
b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc;, and informs supervisor on matters to be considered;
c. Reads publications, regulations, and directives and takes action or refers those that are important to the supervisor and staff;
d. Prepares special or one-time reports, summaries, or replies to inquiries, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc., under general direction;
e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquiries, etc. Shifts clerical staff to accommodate workload needs.

LR-4

Handles a wide variety of situations and conflicts involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

a. Composes correspondence requiring some understanding of technical matters; may sign for executive when technical or policy content has been authorized;
b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations;
c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; gives advice to resolve the problems;
d. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive; coordinates the new information with background office sources; draws attention to important parts or conflicts;
e. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

Exclude secretaries performing any of the following duties:

Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.

Prepares agenda for conferences; explains discussion topics to participants; drafts introductions and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches.

Advises individuals outside the organization on the executive's views on major policies or current issues facing the organization; contacts or responds to contacts from high-ranking outside officials (e.g., city or State officials, members of Congress, presidents of national unions or large national or international firms, etc) in unique situations. These officials may be relatively inaccessible, and each contact typically must be handled differently, using judgment and discretion.

Criteria For Matching Secretaries By Level

Level of Secretary's Supervisor	Level of Secretary's Responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	I	II	III	IV
LS-2	I	III	IV	V
LS-3	I	IV	V	V

STENOGRAPHER

(4623: Stenographer)

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings.

Excluded from this definition are:

a. Trainee positions not requiring a fully qualified stenographer;
b. Secretaries providing the principal secretarial support in an office and performing more responsible and discretionary tasks, as described in LR-1 through LR-4 in the secretary definition above;
c. Stenographers who take dictation involving the frequent use of a wide variety of technical or specialized vocabulary. Typically this kind of vocabulary cannot be learned in a relatively short period of time, e.g., a month or two;
d. Stenographers, such as shorthand reporters, who record material verbatim at hearings, conferences, or similar proceedings.

Stenographer I

Takes and transcribes dictation, receiving specific assignments along with detailed instructions on such requirements as form and presentation. The transcribed material is typically reviewed in rough draft, and the final transcription is reviewed for conform-

ance with the rough draft. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer II

Takes and transcribes dictation determining the most appropriate format. Performs stenographic duties requiring significantly greater independence and responsibility than Stenographer I. Supervisor typically provides general instructions. Work requires a thorough working knowledge of general business and office procedures and of the specific business operations, organizations, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining follow-up files; assembling material for reports, memoranda, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions, etc.

TYPIST

(4624: Typist)

Uses a manual, electric, or automatic typewriter to type various materials. Included are automatic typewriters that are used only to record text and update and reproduce previously typed items from magnetic cards or tape. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Excluded from this definition is work that involves:

a. Typing directly from spoken material that has been recorded on disks, cylinders, belts, tapes, or other similar media;
b. The use of varitype machines, composing equipment, or automatic equipment in preparing material for printing; and
c. Familiarity with specialized terminology in various keyboard commands to manipulate or edit the recorded text to accomplish revisions, or to perform tasks such as extracting and listing items from the text, or transmitting text to other terminals, or using "sort" commands to have the machine reorder material. Typically requires the use of automatic equipment which may be either computer linked or have a programmable memory so that material can be organized in regularly used formats or preformed paragraphs which can then be coded and stored for future use in letters or documents.

Typist I

Performs *one or more of the following:* Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

Typist II

Performs *one or more of the following:* Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

WORD PROCESSOR

(4624: Typist)

Primary duty is to operate word-processing equipment to enter, store, retrieve, change, and present text or tabulations. Produces a variety of printed copy such as letters, documents, or reports. May enter regularly used formats or stored paragraphs that are organized and coded for future use. Recorded texts can be changed by rearranging paragraphs, replacing words, shifting lines, etc.

(Word-processing equipment typically has a full- or partial-page video-display screen (CRT) and a separate printer. The equipment may be integrated with a digital computer, have telecommunications capabilities, and also have capabilities for adding to or upgrading features. Automatic or electronic typewriters with limited text-editing capabilities, and often with single-line electronic display "windows," are not considered word-processing equipment.)

Excluded from this definition are:

a. Workers whose primary function is to enter a data base for purposes other than composition (see key entry operator);
b. Workers who use equipment and data base for purposes such as accounting, inventory control, sales, or original writing and editing;
c. Workers responsible for preparation of published reports, including page layout or selection of different type sizes.

Positions are classified into levels on the basis of the following definitions:

Word Processor I

Performs tasks requiring a knowledge of the word-processing equipment and familiarity with the formats and forms used in the establishment. Proficiency in grammar, spelling, and punctuation is also required to produce printed materials accurately. May refer problems to supervisor or higher level processor, or refer to operating manual.

Word Processor II

Work at this level requires considerable classroom or on-the-job training and may involve working directly with task originator rather than through supervisor. In addition to work assignments described for level I, duties include *one or more of the following:*

a. Uses the more sophisticated features of the equipment to carry out complex assignments, such as sorting, merging, and organizing text, or maintaining files;
b. Applies knowledge of specialized terminology or foreign language;
c. Tests new applications and procedures; or
d. Trains lower level processors.

KEY ENTRY OPERATOR

(4793: Data entry keyer)

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disk encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alphanumeric keyboard and an understanding of transcribing procedures and relevant data entry equipment.

Positions are classified into levels on the basis of the following definitions:

Key Entry Operator I

Work is routine and repetitive. Under close supervision or following specific procedures or detailed instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or interpreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

Key Entry Operator II

Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be entered from a variety of source documents. On occasion may also perform routine work as described for level I.

NOTE: Excluded are operators above level II using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

ACCOUNTING CLERK

(4712: Bookkeeper and accounting and auditing clerk)

Performs one or more accounting tasks such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV require a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Accounting Clerk I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Accounting Clerk II

Performs one or more routine accounting clerical operations, such as: Examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Accounting Clerk III

Uses a knowledge of double entry bookkeeping in performing one or more of the following: Posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Accounting Clerk IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: Reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

NOTE: Excluded from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

PAYROLL CLERK

(4713: Payroll and timekeeping clerk)

Performs the clerical tasks necessary to process payrolls and to maintain payroll records. Work involves *most of the following*: Processing workers' time or production records; adjusting workers' records for changes in wage rates, supplementary benefits, or tax deductions; editing payroll listings against source records; tracing and correcting errors in listings; and assisting in preparation of periodic summary payroll reports. In a nonautomated payroll system, computes wages. Work may require a practical knowledge of governmental regulations, company payroll policy, or the computer system for processing payrolls.

FILE CLERK

(4696: File clerk)

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions:

File Clerk I

Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

File Clerk II

Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

File Clerk III

Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

MESSENGER

(4745: Messenger)

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening mail, distributing mail on a regularly scheduled route or in a familiar area, and other minor clerical work. May deliver mail that requires some special handling, e.g., mail that is insured, registered, or marked for special delivery.

Excluded are positions which include any of the following as significant duties:

a. Operating motor vehicles;
b. Delivering valuables or security-classified mail when the work requires a continuing knowledge of special procedures for handling such items;
c. Weighing mail, determining postage, or recording and controlling registered, insured, and certified mail in the mail room;
d. Making deliveries to unfamiliar or widely separated buildings or points which are not part of an established route; or
e. Directing other workers.

ORDER CLERK

(4664: Order clerk)

Receives written or verbal customers' purchase orders for material or merchandise from customers or sales people. Work typically involves some combination of the following duties: Quoting prices; determining availability of ordered items and suggesting substitutes when necessary; advising expected delivery date and method of delivery; recording order and customer information on order sheets; checking order sheets for accuracy and adequacy of information recorded; ascertaining credit rating of customer; furnishing customer with acknowledgment of receipt of order; following up to see that order is delivered by the specified date or to let customer know of a delay in delivery; maintaining order file; checking shipping invoice against original order.

Exclude workers paid on a commission basis or whose duties include any of the following: Receiving orders for services rather than for material or merchandise; providing customers with consultative advice using knowledge gained from engineering or extensive technical training; emphasizing selling skills; handling material or merchandise as an integral part of the job.

Positions are classified into levels according to the following definitions:

Order Clerk I

Handles orders involving items which have readily identified uses and applications. May refer to a catalog, manufacturer's manual, or similar document to insure that proper item is supplied or to verify price of ordered item.

Order Clerk II

Handles orders that involve making judgments such as choosing which specific product or material from the establishment's product lines will satisfy the customer's needs, or determining the price to be quoted when pricing involves more than merely referring to a price list or making some simple mathematical calculations.

RECEPTIONIST

(4645: Receptionist)

Greets visitors, determines nature of visits, and directs visitors to appropriate persons. Receptionist duties may also include providing information, making appointments, answering a telephone (other than switchboard or console), keeping a log of visitors, and issuing visitor passes. May also perform typing or other routine clerical duties which may occupy a major portion of time, and are usually performed at the reception desk.

This classification excludes workers operating a telephone switchboard or console, performing guard duties, or performing more difficult clerical duties.

SWITCHBOARD OPERATOR

(4732: Telephone operator)

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

(4645: Receptionist)

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

Professional and Technical

NOTE: The following descriptions for computer systems analysts, programmers, and operators are derived from job descriptions developed for the National Survey of Professional, Administrative, Technical, and Clerical Pay (PATC). For the most part, they are comparable to the PATC descriptions for systems analysts and programmers levels I to IV and computer operators levels I to III. The level IV computer operator description is comparable to the combined levels IV, V, and VI PATC descriptions.

COMPUTER SYSTEMS ANALYST

(171:Computer systems analyst)

Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, designs a system of computer programs and procedures to resolve the problems, and develops complete specifications (precise descriptions) to enable computer programmers to prepare required programs. May write the computer programs.

NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.

Excluded are:

a. Trainees who receive detailed directives and work plans, select authorized procedures for use in specific situations, and seek assistance for deviations and problems;
b. Positions which require a bachelor's degree in a specific scientific field (other than computer science); however, positions are potential matches where the required degree may be from any of several possible scientific fields;
c. Workers who primarily analyze and evaluate problems concerning computer equipment or its selection or utilization;
d. Computer systems analysts dealing primarily with system software which provides basic services for processing other work; however, positions matching this definition may develop a "total package" which includes not only analyzing work problems to be processed but also selecting the computer equipment and system software;
e. Top technical experts above level IV who develop broad unprecedented computer systems and/or conduct critical studies central to the success of large organizations having extensive technical or highly diversified computer requirements; and
f. Supervisors responsible for, or participating in hiring, firing, curtailing projects, reorganizing, or reallocating resources.

Positions are classified into levels on the basis of the following definitions:

Computer Systems Analyst I

Initial assignments are designed to expand practical experience in applying systems analysis techniques and procedures. Works independently carrying out factfinding and analysis of a single activity or routine problem. Applies established procedures where nature of system, feasibility, computer equipment, and programming language have already been decided. Adapts guides to specific situations. May solve routine user problems by modifying the existing system following clear precedents.

Supervisor defines objectives, priorities, and deadlines. Obtains advice where precedents are unclear or not available.

May direct technicians and others who assist in specific assignments.

Computer Systems Analyst II

Works independently developing or modifying a system of several varied sequences or formats where the nature of the system is predetermined. Recognizes probable interaction of related computer systems and predicts impact of a change in assigned system.

Typical duties include reviewing project proposals; gathering facts; analyzing data, preparing project synopses comparing alternatives; preparing specifications for programs; resolving processing problems; coordinating work with programmers; and orienting users.

Work requires competence in most phases of systems analysis and knowledge of system software and work processes.

May direct lower level analysts on assigned work. *OR*

Works on a segment of a complex data processing system as described for level III. Works independently on routine assignments and receives instruction and guidance on complex assignments.

Computer Systems Analyst III

Works independently maintaining and modifying complex systems or developing new subsystems. Systems typically input data from diverse sources and have multiple users.

Typical duties include guiding users in formulating requirements; analyzing project proposals; arbitrating conflicts between users; recommending optimum approach; and developing systems design. May serve as lead analyst directing and integrating the work of one or two lower level analysts.

Computer Systems Analyst IV

As a team or project leader, provides complete systems design in a highly complex area. The systems design establishes the framework from feasibility studies to post-implementation evaluation. May serve as the technical authority for a design area. At least one team member performs work at level III. *AND/OR*

As a staff specialist or consultant, resolves unique and unyielding systems problems using new technology. May be assisted on project by other analysts or technicians.

COMPUTER PROGRAMMER

(397:Programmer)

Converts specifications (precise descriptions) of business or scientific problems into a sequence of detailed instructions to solve the problems by digital computer. Draws program flow charts to describe the processing of data and develops the precise steps and processing logic which, when entered into the computer in coded language, cause the manipulation of data to achieve desired results. Tests and corrects programs and prepares instructions for operators who control the computer during production runs. Modifies programs to increase operating efficiency or to respond to changes in work processes; maintains records to document program development and revisions.

NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.

Excluded are:

a. Positions which require a bachelor's degree in a specific scientific field (other than computer science); however, positions are potential matches where the required degree may be from any of several possible scientific fields;
b. Workers who primarily analyze and evaluate problems concerning computer equipment or its selection or utilization;
c. Computer programmers (e.g., systems programmers) dealing primarily with system software which provides basic services for processing other work; however, positions matching this definition may develop a "total package" which includes not only analyzing work problems to be processed but also selecting the computer equipment and system software;
d. Employees with significant responsibility for supervising workers other than programmers or functions other than computer programming;
e. Supervisors responsible for, or participating in hiring, firing, curtailing projects, reorganizing, or reallocating resources; and
f. Team leaders and consultants above level IV who define highly complex programming problems and direct the development of computer programs for their solution, *AND/OR*
Team leaders and consultants who design improvements for highly complex programming problems where few precedents exist.

Positions are classified into levels on the basis of the following definitions:

Computer Programmer I

Receives classroom and/or on-the-job training in computer programming concepts and requirements of the subject-matter field. Performs elementary programming tasks such as drawing flow charts, writing operator instructions, or coding and testing simple programs.

Detailed step-by-step instructions are given; work is closely monitored in progress and reviewed in detail upon completion. Deviations must be authorized by supervisor.

May perform routine programming tasks as described in level II under close supervision. Also may perform elementary factfinding concerning a specific work process.

Computer Programmer II

Maintains and modifies routine programs. Work progresses from initial assignments designed to develop competence to work requiring a knowledge of established procedures and data processing requirements. Typical tasks include amending flow charts; coding, testing, and documenting changes; and writing routine new programs.

May evaluate simple interrelationships in programs and obtain information from users to modify routine programs.

Assignments have clear-cut and complete specifications and the format of the final product is very similar to that of the inputs. Work is monitored in progress and reviewed upon completion.

Computer Programmer III

As a fully qualified computer programmer, develops, modifies, and maintains conventional programs. Uses standard procedures and detailed specifications to independently devise program logic (may include translating mathematical notation), modify interrelationship of files and records, diagnose and correct errors, test and document work, and write computer operator instructions. The programs developed are typically linked to several other programs, with a variety of input records and varied formats produced in the output.

In addition, may analyze a single activity or routine problem when the nature of the programs, feasibility, and type of computer language and equipment have already been determined. Completed work is reviewed for conformance to standards, timeliness, and efficiency. May also guide or instruct lower level programmers, technicians, and others who assist on assignments. *OR*

Under close supervision, works on complex programs as described in level IV.

Computer Programmer IV

As an expert programmer, independently develops, modifies, and maintains complex programs which produce several interrelated but different products. Programs use data from diverse sources and have multiple users. Tests, documents, and writes operating instructions for all work.

May perform programming analysis such as investigating the feasibility of developing alternate programs, assisting users in defining needs, or participating on an EDP and user team working on large and complicated programs.

Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. May function as team leader of a few lower level programmers or technicians on assigned work.

COMPUTER OPERATOR

(4612:Computer operator)

Monitors and operates the control console of either a main-frame digital computer or a group of mini-computers, in accordance with operating instructions, to process data. Work is characterized by the following:

- Studies operating instructions to determine equipment setup needed;
- Loads equipment with required items (tapes, cards, paper, etc.);
- Switches necessary auxiliary equipment into system;
- Starts and operates console;
- Diagnoses and corrects equipment malfunctions;
- Reviews error messages and makes corrections during operation or refers problems;
- Maintains operating record.

May test run new or modified programs and assist in modifying systems or programs. Included within the scope of this definition are fully qualified computer operators, trainees working to become fully qualified operators, and lead operators providing technical assistance to lower level positions.

Excluded are:

a. Workers operating small computer systems where there is little or no opportunity for operator intervention in program processing and few requirements to correct equipment malfunctions;
b. Peripheral equipment operators and remote terminal or computer operators who do not run the control console of either a main-frame digital computer or a group of mini-computers (see peripheral equipment operator); and
c. Workers using the computer for scientific, technical, or mathematical work when a knowledge of the subject matter is required.

Positions are classified into levels on the basis of the following definitions:

Computer Operator I

Receives on-the-job training in operating the control console (sometimes augmented by classroom training). Works under close personal supervision and is provided detailed written or oral guidance before and during assignments. As instructed, resolves common operating problems. May serve as an assistant operator working under close supervision or performing a portion of a more senior operator's work.

Computer Operator II

Processes scheduled routines which present few difficult operating problems (e.g., infrequent or easily resolved error conditions). In response to computer output instructions or error conditions, applies standard operating or corrective procedure. Refers problems which do not respond to preplanned procedure. May serve as an assistant operator, working under general supervision.

Computer Operator III

Processes a range of scheduled routines. In addition to operating the system and resolving common error conditions, diagnoses and acts on machine stoppage and error conditions not fully covered by existing procedures and guidelines (e.g., resetting switches and other controls or making mechanical adjustments to maintain or restore equipment operations). In response to computer output instructions or error conditions, may deviate from standard procedures if standard procedures do not provide a solution. Refers problems which do not respond to corrective procedures.

Computer Operator IV

Resolves a variety of nonstandard problems (e.g., frequent new programs, applications, and procedures). Problems may require unusual equipment connections and channel configurations. May also provide technical assistance to lower level operators and use knowledge of program languages, computer features, and software systems in assisting programmers, systems analysts, and other users in resolving problems. Completed work is usually submitted to users without supervisory review.

PERIPHERAL EQUIPMENT OPERATOR

(4613: Peripheral equipment operator)

Operates peripheral equipment which directly supports digital computer operations. Such equipment is uniquely and specifically designed for computer applications, but need not be physically or electronically connected to a computer. Printers, plotters, card read/punches, tape readers, tape units or drives, disk units or drives, and data display units are examples of such equipment.

The following duties characterize the work of a peripheral equipment operator:

a. Loading printers and plotters with correct paper; adjusting controls for forms, thickness, tension, printing density, and location; and unloading hard copy;
b. Labeling tape reels, disks, or card decks;
c. Checking labels and mounting and dismounting designated tape reels or disks on specified units or drives;
d. Setting controls which regulate operation of the equipment;
e. Observing panel lights for warnings and error indications and taking appropriate action;
f. Examining tapes, cards, or other material for creases, tears, or other defects which could cause processing problems.

This classification excludes workers (1) who monitor and operate a control console (see Computer operator) or a remote terminal, or (2) whose duties are limited to operating decollaters, bursters, separators, or similar equipment.

COMPUTER DATA LIBRARIAN

(4696: File clerk)
(4754: Stock and inventory clerk)

Maintains library of media (tapes, disks, cards, cassettes) used for automatic data processing applications. The following or similar duties characterize the work of a computer data librarian: Classifying, cataloging, and storing media in accordance with a standardized system; upon proper requests, releasing media for processing; maintaining records of releases and returns; inspecting returned media for damage or excessive wear to determine whether or not they need replacing. May perform minor repairs to damaged tapes.

DRAFTER

(372: Drafting occupation)

Performs drafting work requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, mechanical and electrical equipment, piping and duct systems and other similar equipment, systems, and assemblies. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings. Drawings are used to communicate engineering ideas, designs, and information in support of engineering functions.

The following are excluded when they constitute the primary purpose of the job:

a. Design work requiring the technical knowledge, skill, and ability to conceive or originate designs;
b. Illustrating work requiring artistic ability;
c. Work involving the preparation of charts, diagrams, room arrangements, floor plans, etc.;
d. Cartographic work involving the preparation of maps or plats and related materials, and drawings of geological structures; and
e. Supervisory work involving the management of a drafting program or the supervision of drafters.

Positions are classified into levels on the basis of the following definitions:

Drafter I

Working under close supervision, traces or copies finished drawings, making clearly indicated revisions. Uses appropriate templates to draw curved lines. Assignments are designed to develop increasing skill in various drafting techniques. Work is spot-checked during progress and reviewed upon completion.

NOTE: Exclude drafters performing elementary tasks while receiving training in the most basic drafting methods.

Drafter II

Prepares drawings of simple, easily visualized parts of equipment from sketches or marked-up prints. Selects appropriate templates and other equipment needed to complete assignments. Drawings fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy.

Drafter III

Prepares various drawings of parts and assemblies, including sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting techniques and a working knowledge of the terms and procedures of the industry. Familiar or recurring work is assigned in general terms; unfamiliar assignments include information on methods, procedures, sources of information, and precedents to be followed. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results; more complex revisions are produced from sketches which clearly depict the desired product.

Drafter IV

Prepares complete sets of complex drawings which include multiple views, detail drawings, and assembly drawings. Drawings include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to compute weights, load capacities, dimensions, quantities of materials, etc. Working from sketches and verbal information supplied by an engineer or designer, determines the most appropriate views, detail drawings, and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides. Independently resolves most of the problems encountered. Supervisor or designer may suggest methods of approach or provide advice on unusually difficult problems.

NOTE: Exclude drafters performing work of similar difficulty to that described at this level but who provide support for a variety of organizations which have widely differing functions or requirements.

Drafter V

Works closely with design originators, preparing drawings of unusual, complex or original designs which require a high degree of precision. Performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. Assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawings produced. Exercises independent judgment in selecting and interpreting data based on a knowledge of the design intent. Although working primarily as a drafter, may occasionally perform engineering design work in interpreting general designs prepared by others or in completing missing design details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

ELECTRONICS TECHNICIAN

(3711: Electrical and electronic engineering technologist and technician)
(015: Electrical and electronic equipment repairer)

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions:

Electronics Technician I

Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot-checked, but is given detailed review when new or advanced assignments are involved.

Electronics Technician II

Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically *can* be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the level III technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Electronics Technician III

Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically *cannot* be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electromagnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

REGISTERED INDUSTRIAL NURSE

(29: Registered nurse)

A registered nurse gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve *a combination of the following*: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

Maintenance, Toolroom, and Powerplant

MAINTENANCE CARPENTER

(6422: Carpenter)

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *most of the following*: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRICIAN

(615: Electrical and electronic equipment repairer)
(6432: Electrician)

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE PAINTER

(6442: Painter, construction and maintenance)

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work *involves the following*: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MACHINIST

(613: Industrial machinery repairer)

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MECHANIC (MACHINERY)

(613: Industrial machinery repairer)

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a machinery maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

MAINTENANCE PIPEFITTER

(645: Plumber, pipefitter, and steamfitter)

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe

required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

MILLWRIGHT

(6178: Millwright)

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

MOTOR VEHICLE MECHANIC

(611: Vehicle and mobile equipment mechanic and repairer)

Repairs, rebuilds, or overhauls major assemblies of internal combustion automobiles, buses, trucks, or tractors of an establishment. Work involves most of the following: Diagnosing the source of trouble and determining the extent of repairs required; replacing worn or broken parts such as piston rings, bearings, or other engine parts; grinding and adjusting valves; rebuilding carburetors; overhauling transmissions; and repairing fuel injection, lighting, and ignition systems. In general, the work of the motor vehicle mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles or who only perform minor repair and tuneup of motor vehicles. It does, however, include fully qualified journeymen mechanics even though most of their time may be spent on minor repairs and tuneups.

GENERAL MAINTENANCE WORKER

(6179: Mechanic and repairer, not elsewhere classified)

Performs general maintenance and repair of building structures and their mechanical, electrical, or sanitary systems. May also perform general maintenance and repair of the establishment's machinery. Work requires a basic practical knowledge of several maintenance trades in order to perform most of the following: Keeping in good repair building woodwork; replacing electrical switches, fixtures, and motors; occasional painting or touching up of structure or equipment; repairing or replacing plumbing fixtures; and replacing broken window panes.

Excluded are positions requiring a formal apprenticeship or equivalent training in one or more crafts. Also excluded are workers participating in such a program.

MAINTENANCE TRADES HELPER

(863: Helper; mechanic and repairer)
(864: Helper; construction trades)

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR (TOOLROOM)

(6813: Machinist)
(731-2: Metalworking and plasticworking machine setup operator)

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator (toolroom) at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does *not* include machine-tool operators (toolroom) employed in tool and die jobbing shops.

TOOL AND DIE MAKER

(6811: Tool and die maker)

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computations; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this clarification does *not* include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

STATIONARY ENGINEER

(6931: Stationary engineer)

Operates and maintains one or more systems which provide an establishment with such services as heat, air-conditioning (cool, humidify, dehumidify, filter, and circulate air), refrigeration, steam or high-temperature water, or electricity. Duties involve: Observing and interpreting readings on gauges, meters, and charts which register various aspects of the system's operation; adjusting controls to insure safe and efficient operation of the system and to meet demands for the service provided; recording in logs various aspects of the system's operation; keeping the engines, machinery, and equipment of the system in good working order. May direct and coordinate activities of other workers (not stationary engineers) in performing tasks directly related to operating and maintaining the system or systems.

The classification excludes head or chief engineers in establishments employing more than one engineer; workers required to be skilled in the repair of electronic control equipment; workers in establishments producing electricity, steam, or heated or cooled air primarily for sale; and boiler tenders.

Material Movement and Custodial

TRUCKDRIVER

(821: Motor vehicle operator)

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Salesroute and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

Truckdriver, light truck
(straight truck, under 1 1/2 tons, usually 4 wheels)
Truckdriver, medium truck
(straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels)
Truckdriver, heavy truck
(straight truck, over 4 tons, usually 10 wheels)
Truckdriver, tractor-trailer

SHIPPER AND RECEIVER

(4753: Traffic, shipping and receiving clerk)

Performs *clerical and physical* tasks in connection with shipping goods of the establishment in which employed and receiving incoming shipments. In performing day-to-day, routine tasks, follows established guidelines. In handling unusual nonroutine problems, receives specific guidance from supervisor or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received.

Shippers typically are responsible for most of the following: Verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles; preparing and keeping records of goods shipped, e.g., manifests, bills of lading.

Receivers typically are responsible for most of the following: Verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records; checking for damaged goods; insuring that goods are appropriately identified for routing to departments within the establishment; preparing and keeping records of goods received.

For wage study purposes, workers are classified as follows:

Shipper
Receiver
Shipper and receiver

WAREHOUSEMAN

(4754: Stock and inventory clerk)

As directed, performs a *variety* of *warehousing* duties which require an *understanding of the establishment's storage plan.* Work involves *most of the following*: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose *primary* duties involve shipping and receiving work (see Shipper and receiver and Shipping packer), order filling (see Order filler), or operating power trucks (see Power-truck operator).

ORDER FILLER

(4754: Stock and inventory clerk)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

SHIPPING PACKER

(8761: Hand packer and packager)

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and *may involve one or more of the following*: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. *Packers who also make wooden boxes or crates are excluded.*

MATERIAL HANDLING LABORER

(8726: Freight, stock, and material mover, not elsewhere classified)

Performs physical tasks to transport or store materials or merchandise. Duties involve *one or more of the following:* Manually loading or unloading freight cars, trucks, or other transporting devices; unpacking, shelving, or placing items in proper storage locations; or transporting goods by handtruck, cart, or wheelbarrow.

Excluded from this definition are workers whose primary function involves:

a. Participating directly in the production of goods (e.g., moving items from one production station to another or placing them on or removing them from the production process);
b. Stocking merchandise for sale;
c. Counting or routing merchandise;
d. Operating a crane or heavy-duty motorized vehicle such as forklift or truck;
e. Loading and unloading ships (longshore workers); or
f. Traveling on trucks beyond the establishment's physical location to load or unload merchandise.

POWER-TRUCK OPERATOR

(8318: Industrial truck and tractor equipment operator)

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of powertruck, as follows:

Forklift operator
Power-truck operator (other than forklift)

GUARD

(5144: Guard and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motor vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions.

Guards employed by establishments which provide protective services on a contract basis are included in this occupation.

For wage study purposes, guards are classified as follows:

Guard I

Carries out instructions primarily oriented toward insuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations which require minimal action to safeguard property or persons. Duties require minimal training. Commonly, the guard is not required to demonstrate physical fitness. May be armed, but generally is not required to demonstrate proficiency in the use of firearms or special weapons.

Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require specialized training in methods and techniques of protecting security areas. Commonly, the guard is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.

JANITOR, PORTER, OR CLEANER

(5244: Janitor and cleaner)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. *Workers who specialize in window washing are excluded.*

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

Alaska (statewide)
Albany, GA
Albany-Schenectady-Troy, NY
Albuquerque, NM
Alexandria-Leesville, LA
Alpena-Standish-Tawas City, MI
Ann Arbor, MI
Asheville, NC
Atlantic City, NJ
Augusta, GA-SC[1]
Bakersfield, CA
Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Chattanooga, TN-GA
Cheyenne, WY
Clarksville-Hopkinsville, TN-KY
Colorado Springs, CO
Columbia-Sumter, SC
Columbus, GA-AL
Columbus, MS
Connecticut (statewide)
Dayton-Springfield, OH
Daytona Beach, FL
Des Moines, IA
Dothan, AL
Duluth, MN-WI
El Paso-Las Cruces-Alamogordo, TX-NM
Eugene-Springfield-Medford-Roseburg-Klamath Falls-Grants Pass, OR
Fayetteville, NC
Fort Lauderdale-Hollywood-Pompano Beach and West Palm Beach-Boca Raton-Delray Beach, FL
Fort Smith, AR-OK
Fort Wayne, IN
Gadsden and Anniston, AL
Goldsboro, NC
Grand Island-Hastings, NE
Green Bay, WI
Greensboro-Winston-Salem-High Point, NC
Greenville-Spartanburg, SC
Harrisburg-Lebanon-Carlisle, PA
Jacksonville, FL
Jacksonville-New Bern, NC
Knoxville, TN
LaCrosse-Sparta, WI
Laredo, TX
Las Vegas-Tonopah, NV
Lexington-Fayette, KY
Lima, OH
Little Rock-North Little Rock, AR[1]
Logansport-Peru, IN
Lorain-Elyria, OH
Lower Eastern Shore, MD-VA-DE
Macon-Warner Robins, GA
Madison, WI
Maine (statewide)
Manhattan-Junction City, KS
Mansfield, OH
McAllen-Edinburg-Mission and Brownsville-Harlingen, TX
Melbourne-Titusville-Palm Bay, FL
Meridian, MS
Montana (statewide)
Montgomery, AL
Nashville, TN[1]
New Hampshire (statewide)
Norfolk-Virginia Beach-Newport News, VA
North Dakota (statewide)
Northern New York
Northwest Texas
Northwestern Florida
Oklahoma City, OK
Oxnard-Ventura, CA
Peoria, IL
Pine Bluff, AR
Portsmouth-Chillicothe-Gallipolis, OH
Poughkeepsie-Orange County-Kingston, NY
Providence, RI
Pueblo, CO
Puerto Rico
Raleigh-Durham, NC
Reno, NV
Saginaw-Bay City-Midland, MI[2]
Salina, KS
Salinas-Seaside-Monterey, CA
Sandusky, OH
Santa Barbara-Santa Maria-Lompoc, CA
Savannah, GA
Selma, AL
Sherman-Denison, TX
Southeastern Massachusetts
South Dakota (statewide)
Southwest Virginia
Spokane, WA
Springfield, IL
Stockton, CA
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[1] In 1989, this area is scheduled to be surveyed under the Bureau's regular area wage survey program. See inside back cover.

[2] Scheduled to be surveyed in this program for the first time in 1989. In 1986, the area was surveyed under the Bureau's regular area wage survey program. See inside back cover.

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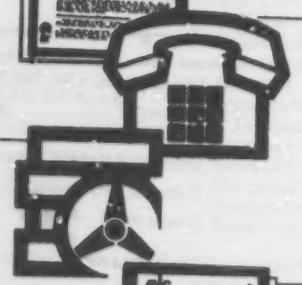

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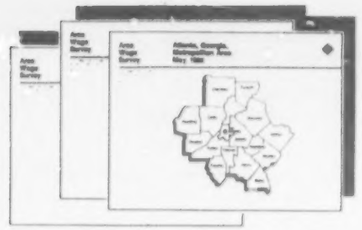

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